KUESIONER PENELITIAN
PENGARUH KOMPENSASI DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI KOMISI PEMILIHAN UMUM KOTA BANDAR LAMPUNG

Responden yang terhormat,

Bersama ini Saya memohon kesediaannya untuk mengisi daftar kuesioner yang diberikan. Informasi yang diberikan sebagai data penelitian dalam rangka penyusunan skripsi pada program Sarjana Ekonomi IIB Darmajaya dengan judul **"Pengaruh Kompensasi dan Budaya Organisasi terhadap Kinerja Pegawai Komisi Pemilihan Umum Kota Bandar Lampung"**.

Informasi ini merupakan bantuan yang sangat berarti dalam penyelesaian data penelitian. Atas bantuan Bapak / Ibu saya ucapkan terima kasih.

A. Petunjuk Pengisian
   1. Jawablah setiap pertanyaan ini sesuai dengan pendapat Bapak / Ibu
   2. Pilihlah jawaban dari tabel daftar pertanyaandengan memberi tanda checklist (√) pada salah satu jawaban yang paling sesuai menurut Bapak / Ibu .

Adapun makna tanda jawaban tersebut sebagai berikut:

a. STS : Sangat Tidak Setuju dengan Skor 1
b. TS : Tidak Setuju dengan Skor 2
c. KS : Kurang Setuju dengan Skor 3
d. S : Setuju dengan Skor 4
e. SS : Sangat Setuju dengan Skor 5

B. Identitas Responden

Nama (Optional) :
Jenis Kelamin :
Umur :
Divisi :
Pendidikan Terakhir :

Kompensasi (X1)

Indikator	No	Pernyataan	SS	S	KS	TS	STS
Upah dan Gaji	1	Gaji yang diterima sudah sesuai dengan yang diharapkan					
	2	Gaji diberikan tepat waktu.					
Insentif	3	Insentif yang diterima sudah sesuai dengan prestasi kerja yang dicapai oleh pegawai					
	4	Instansi memberikan insentif saat pegawai melakukan pekerjaan diluar jam kerja					
Tunjangan	5	Tunjangan yang diterima sesuai ketentuan					
	6	Instansi memberikan					

		tunjangan berupa asuransi jiwa dan kesehatan					
Fasilitas	7	Instansi memberikan fasilitas kerja yang cukup					
	8	Fasilitas yang diterima sudah cukup layak					

Budaya Organisasi(X2)

Indikator	**No**	**Pernyataan**	**SS**	**S**	**KS**	**TS**	**STS**
Misi	1	Misi organisasi sudah sesuai tujuan					
	2	Semua pegawai wajib membantu melaksanakan misi organisasi					
Konsistensi	3	Dalam bekerja semua pegawai sudah berusaha untuk mematuhi peraturan yang ada walaupun tidak ada pengawasan					

	4	Instansi mempunyai nilai - nilai yang menjadi acuan anda dalam bekerja					
Adaptabilitas	5	Semua pegawai terus mengembangkan diri untuk mendapatkan hasil yang optimal dalam menyelesaikan pekerjaan					
	6	Semua pegawai mampu menghadapi resiko yang besar dalam menyelesaikan pekerjaan					
Keterlibatan	7	Anda diberikan kesempatan untuk mengkritik ketika ada konflik					
	8	Atasan sudah					

		memberikan dukungan dalam menyelesaikan pekerjaan					

Kinerja (Y)

Indikator	**No**	**Pernyataan**	**SS**	**S**	**KS**	**TS**	**STS**
Efisiensi	1	Semua pegawai dapat menyelesaikan pekerjaan sesuai standar yang telah ditetapkan perusahaan					
	2	Saya dapat menyelesaikan pekerjaan dengan teliti dan rapi					
Efektivitas	2	Semua pegawai dapat memenuhi beban kerja yang telah ditetapkan perusahaan					
	4	Semua pegawai mampu mencapai target yang					

		ditetapkan Perusahaan					
Keadilan	5	Semua pegawai selalu menyelesaikan pekerjaan tepat waktu					
	6	Semua pegawai tidak pernah menunda pekerjaan					
Daya tanggap	7	Semua pegawai mampu mempercepat menyelesaikan pekerjaan sebelum batas waktu yang ditentukan .					
	8	Semua pegawai dapat meminimalisasikan tingkat kesalahan saya dalam bekerja					
Kemandirian	9	Semua pegawai mampu menyelesaikan					

		beban kerja tanpa bergantung kepada orang lain					
	10	Semua pegawai selalu berusaha menyelesaikan masalah pekerjaan tanpa menunggu perintah atasan					

Hasil Uji Regresi Berganda

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X2, X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.896[a]	.802	.788	2.196

a. Predictors: (Constant), X2, X1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	547.839	2	273.920	56.813	.000[b]
	Residual	134.999	28	4.821		
	Total	682.839	30			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.948	3.272		.596	.556
	X1	.780	.127	.688	6.151	.000
	X2	.365	.147	.278	2.481	.019

a. Dependent Variable: Y

Hasil Uji t Kompensasi (X1)

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.871[a]	.759	.751	2.383

a. Predictors: (Constant), X1

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	518.152	1	518.152	91.243	.000[b]
	Residual	164.686	29	5.679		
	Total	682.839	30			

a. Dependent Variable: Y

b. Predictors: (Constant), X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.018	2.773		2.531	.017
	X1	.987	.103	.871	9.552	.000

a. Dependent Variable: Y

Hasil Uji t Budaya Organisasi (X2)

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X2[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.732[a]	.535	.519	3.308

a. Predictors: (Constant), X2

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	365.436	1	365.436	33.389	.000[b]
	Residual	317.403	29	10.945		
	Total	682.839	30			

a. Dependent Variable: Y

b. Predictors: (Constant), X2

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.322	4.860		1.095	.282
	X2	.963	.167	.732	5.778	.000

a. Dependent Variable: Y

Hasil Uji F

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	547.839	2	273.920	56.813	.000[b]
	Residual	134.999	28	4.821		
	Total	682.839	30			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Hasil Uji Linieritas Variabel X1X

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
kinerja * kompensasi	Between Groups	(Combined)	566.839	11	51.531	8.440	.000
		Linearity	518.152	1	518.152	84.870	.000
		Deviation from Linearity	48.686	10	4.869	.797	.633
	Within Groups		116.000	19	6.105		
	Total		682.839	30			

Hasil Uji Linieritas Variabel X2

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Kinerja * Budaya organisasi	Between Groups	(Combined)	477.789	13	36.753	3.047	.017
		Linearity	365.436	1	365.436	30.297	.000
		Deviation from Linearity	112.353	12	9.363	.776	.667
	Within Groups		205.050	17	12.062		
	Total		682.839	30			

Karakteritik Pegawai

Statistics

		JK	Usia	Pendidikan
N	Valid	31	31	31
	Missing	0	0	0
Mean		1.35	3.03	2.13
Median		1.00	3.00	2.00
Mode		1	3	3
Minimum		1	2	1
Maximum		2	4	4

JK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	20	64.5	64.5	64.5
	2	11	35.5	35.5	100.0
	Total	31	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	19.4	19.4	19.4
	3	18	58.1	58.1	77.4
	4	7	22.6	22.6	100.0
	Total	31	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	12	38.7	38.7	38.7
	2	4	12.9	12.9	51.6
	3	14	45.2	45.2	96.8
	4	1	3.2	3.2	100.0
	Total	31	100.0	100.0	

Hasil Jawaban Responden Variabel Kompensasi (X1)

No Resp	P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
1	3	1	3	4	2	4	1	1	19
2	5	3	1	3	3	4	2	3	24
3	4	4	2	3	4	3	3	4	27
4	3	3	3	3	3	3	2	3	23
5	5	3	3	3	4	2	5	4	29
6	5	3	2	5	4	3	4	3	29
7	4	2	4	5	4	5	3	3	30
8	3	3	3	1	2	5	3	3	23
9	2	4	5	4	3	5	3	4	30
10	2	4	3	3	2	4	5	4	27
11	2	3	3	4	4	3	4	5	28
12	4	4	4	2	3	3	2	5	27
13	4	3	5	5	4	4	4	3	32
14	5	4	4	5	4	3	3	4	32
15	4	2	1	3	4	5	4	4	27
16	2	3	5	4	3	5	5	4	31
17	3	1	2	2	2	3	3	5	21
18	3	2	3	3	4	3	3	3	24
19	3	3	1	1	3	3	3	4	21
20	3	2	2	1	3	3	4	3	21
21	2	3	2	4	4	3	3	3	24
22	5	3	3	3	5	4	2	5	30
23	5	4	2	5	5	5	3	5	34
24	5	4	3	3	4	4	2	4	29
25	1	5	3	3	3	3	2	3	23
26	3	5	5	2	2	4	5	3	29
27	3	5	5	3	3	3	5	4	31
28	2	5	5	1	4	4	5	5	31
29	2	5	2	2	4	3	4	4	26
30	2	3	3	2	2	3	3	3	21
31	1	1	3	4	3	1	2	4	19

Hasil Jawaban Responden Variabel Budaya Organisasi (X2)

No Resp	P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
1	2	2	5	4	2	1	2	4	22
2	1	3	4	4	3	4	3	5	27
3	2	4	5	4	4	4	4	5	32
4	3	3	1	3	3	4	3	4	24
5	3	4	4	5	4	5	3	5	33
6	2	4	4	4	3	4	3	5	29
7	4	4	4	4	3	3	2	4	28
8	3	2	5	5	3	2	3	5	28
9	5	3	1	3	4	2	4	3	25
10	3	2	4	5	4	3	4	4	29
11	3	4	2	4	5	1	3	4	26
12	4	3	5	4	5	5	4	5	35
13	5	4	5	5	3	4	3	4	33
14	4	4	4	4	4	3	4	3	30
15	1	4	3	5	5	3	2	4	27
16	5	3	4	3	4	4	3	5	31
17	2	2	4	5	5	2	1	3	24
18	3	4	5	5	3	3	2	4	29
19	1	3	5	4	4	2	3	5	27
20	2	3	4	5	3	2	2	4	25
21	2	4	3	3	3	3	3	3	24
22	3	5	5	5	4	4	3	5	34
23	2	5	5	4	5	3	4	5	33
24	3	4	5	5	4	2	4	4	31
25	3	3	5	4	3	2	5	4	29
26	5	2	5	5	3	2	5	5	32
27	5	3	4	3	4	3	5	3	30
28	5	4	5	5	5	3	5	4	36
29	2	4	5	4	4	5	5	2	31
30	3	2	5	3	3	4	3	1	24
31	3	5	3	4	4	4	4	2	29

Hasil Jawaban Responden Variabel Kinerja (Y)

No Resp	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
1	1	1	2	2	2	4	4	2	2	2	22
2	2	4	2	3	1	3	3	3	4	3	28
3	3	4	4	4	2	4	3	4	3	4	35
4	2	4	5	3	3	2	3	3	3	3	31
5	5	5	5	3	3	2	3	4	2	4	36
6	4	4	5	3	2	5	5	4	3	3	38
7	3	3	5	2	4	5	5	4	5	3	39
8	3	2	3	3	3	5	5	2	5	3	34
9	3	2	2	4	5	1	4	3	5	4	33
10	5	3	2	4	3	3	3	2	4	4	33
11	4	1	4	3	3	1	4	4	3	5	32
12	2	5	4	4	4	2	2	3	3	5	34
13	4	4	4	3	5	4	3	4	4	3	38
14	3	3	3	4	4	3	5	4	3	4	36
15	4	3	4	2	1	5	3	4	5	5	36
16	5	4	3	3	5	3	4	3	5	4	39
17	3	2	3	1	2	2	2	2	3	5	25
18	3	3	3	2	3	4	3	4	3	3	31
19	3	2	2	3	1	4	2	3	3	4	27
20	4	2	3	2	2	1	1	3	3	3	24
21	3	3	2	3	2	4	4	4	3	3	31
22	2	4	5	3	3	4	3	5	4	4	37
23	3	3	5	4	2	5	5	5	5	5	42
24	2	2	5	4	3	2	3	4	4	4	33
25	2	2	3	5	3	3	3	3	3	3	30
26	5	2	3	5	5	4	2	2	4	3	35
27	5	3	3	5	5	3	3	3	3	4	37
28	5	3	3	5	5	4	1	4	4	5	39
29	4	5	2	5	2	3	2	4	3	4	34
30	3	4	1	3	3	4	2	2	3	3	28
31	3	4	1	4	3	3	2	5	3	4	32

Lampiran 11

Tabel t

Pr / df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499
23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789

Lampiran 12

Tabel F

df untuk penyebut (N2)	df untuk pembilang (N1)									
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06

44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01

Lampiran 6

Hasil Uji Reliabilitas Kompensasi X1

Reliability Statistics

Cronbach's Alpha	N of Items
.852	8

Hasil Uji Reliabilitas Budaya Organisasi X2

Reliability Statistics

Cronbach's Alpha	N of Items
.893	8

Hasil Uji Reliabilitas Kinerja Y

Reliability Statistics

Cronbach's Alpha	N of Items
.878	10

Lampiran 5

Hasil Uji Validitas Kompensasi (X1)

Correlations

		pernyataan 1	pernyataan 2	pernyataan 3	pernyataan 4	pernyataan 5	pernyataan 6	pernyataan 7	pernyataan 8	total
pernyataan 1	Pearson Correlation	1	-.171	-.218	.327	.472**	.056	-.203	.115	.368*
	Sig. (2-tailed)		.366	.247	.078	.009	.769	.282	.544	.045
	N	30	30	30	30	30	30	30	30	30
pernyataan 2	Pearson Correlation	-.171	1	.377*	-.113	.128	.029	.302	.327	.481**
	Sig. (2-tailed)	.366		.040	.553	.500	.881	.105	.078	.007
	N	30	30	30	30	30	30	30	30	30
pernyataan 3	Pearson Correlation	-.218	.377*	1	.172	-.115	.250	.325	.048	.526**
	Sig. (2-tailed)	.247	.040		.365	.545	.182	.080	.801	.003
	N	30	30	30	30	30	30	30	30	30
pernyataan 4	Pearson Correlation	.327	-.113	.172	1	.440*	.307	-.089	-.132	.519**
	Sig. (2-tailed)	.078	.553	.365		.015	.099	.638	.488	.003
	N	30	30	30	30	30	30	30	30	30
pernyataan 5	Pearson Correlation	.472**	.128	-.115	.440*	1	.031	.011	.394*	.590**
	Sig. (2-tailed)	.009	.500	.545	.015		.873	.952	.031	.001
	N	30	30	30	30	30	30	30	30	30
pernyataan 6	Pearson Correlation	.056	.029	.250	.307	.031	1	-.053	.043	.395*
	Sig. (2-tailed)	.769	.881	.182	.099	.873		.782	.823	.031
	N	30	30	30	30	30	30	30	30	30
pernyataan 7	Pearson Correlation	-.203	.302	.325	-.089	.011	-.053	1	.268	.435*
	Sig. (2-tailed)	.282	.105	.080	.638	.952	.782		.152	.016
	N	30	30	30	30	30	30	30	30	30
pernyataan 8	Pearson Correlation	.115	.327	.048	-.132	.394*	.043	.268	1	.484**
	Sig. (2-tailed)	.544	.078	.801	.488	.031	.823	.152		.007
	N	30	30	30	30	30	30	30	30	30
total	Pearson Correlation	.368*	.481**	.526**	.519**	.590**	.395*	.435*	.484**	1
	Sig. (2-tailed)	.045	.007	.003	.003	.001	.031	.016	.007	
	N	30	30	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).

Hasil Uji Validitas Budaya Organisasi (X2)

Correlations

		Pernyataan 1	Pernyataan 2	Pernyataan 3	Pernyataan 4	Pernyataan 5	Pernyataan 6	Pernyataan 7	Pernyataan 8	TOTAL
Pernyataan 1	Pearson Correlation	1	-.072	-.051	-.078	.041	.047	.426*	-.082	.412*
	Sig. (2-tailed)		.705	.788	.681	.828	.805	.019	.666	.024
	N	30	30	30	30	30	30	30	30	30
Pernyataan 2	Pearson Correlation	-.072	1	.006	.072	.325	.323	.085	.180	.481**
	Sig. (2-tailed)	.705		.976	.706	.080	.082	.654	.342	.007
	N	30	30	30	30	30	30	30	30	30
Pernyataan 3	Pearson Correlation	-.051	.006	1	.460*	-.097	.126	.179	.175	.500**
	Sig. (2-tailed)	.788	.976		.011	.611	.507	.343	.354	.005
	N	30	30	30	30	30	30	30	30	30
Pernyataan 4	Pearson Correlation	-.078	.072	.460*	1	.208	-.059	-.140	.391*	.429*
	Sig. (2-tailed)	.681	.706	.011		.270	.758	.461	.033	.018
	N	30	30	30	30	30	30	30	30	30
Pernyataan 5	Pearson Correlation	.041	.325	-.097	.208	1	.095	.183	.053	.412*
	Sig. (2-tailed)	.828	.080	.611	.270		.618	.333	.782	.024
	N	30	30	30	30	30	30	30	30	30
Pernyataan 6	Pearson Correlation	.047	.323	.126	-.059	.095	1	.156	.029	.481**
	Sig. (2-tailed)	.805	.082	.507	.758	.618		.411	.879	.007
	N	30	30	30	30	30	30	30	30	30
Pernyataan 7	Pearson Correlation	.426*	.085	.179	-.140	.183	.156	1	-.043	.552**
	Sig. (2-tailed)	.019	.654	.343	.461	.333	.411		.820	.002
	N	30	30	30	30	30	30	30	30	30
Pernyataan 8	Pearson Correlation	-.082	.180	.175	.391*	.053	.029	-.043	1	.422*
	Sig. (2-tailed)	.666	.342	.354	.033	.782	.879	.820		.020
	N	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.412*	.481**	.500**	.429*	.412*	.481**	.552**	.422*	1
	Sig. (2-tailed)	.024	.007	.005	.018	.024	.007	.002	.020	
	N	30	30	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).

Hasil Uji Validitas Kinerja (Y)

Correlations

		PERNYATAAN 1	PERNYATAAN 2	PERNYATAAN 3	PERNYATAAN 4	PERNYATAAN 5	PERNYATAAN 6	PERNYATAAN 7	PERNYATAAN 8	PERNYATAAN 9	PERNYATAAN 10	TOTAL
PERNYATAAN 1	Pearson Correlation	1	.147	-.035	.250	.378*	.000	-.178	.011	.148	.284	.447*
	Sig. (2-tailed)		.438	.856	.182	.040	1.000	.346	.952	.435	.128	.013
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 2	Pearson Correlation	.147	1	.218	.156	.047	.110	-.117	.323	-.074	.095	.426*
	Sig. (2-tailed)	.438		.247	.411	.805	.561	.538	.082	.699	.618	.019
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 3	Pearson Correlation	-.035	.218	1	-.091	.061	.071	.288	.600**	.141	.235	.545**
	Sig. (2-tailed)	.856	.247		.631	.749	.711	.123	.000	.459	.212	.002
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 4	Pearson Correlation	.250	.156	-.091	1	.426*	-.053	-.132	.085	.048	.183	.413*
	Sig. (2-tailed)	.182	.411	.631		.019	.783	.486	.654	.800	.333	.023
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 5	Pearson Correlation	.378*	.047	.061	.426*	1	-.160	.020	-.072	.255	.041	.474**
	Sig. (2-tailed)	.040	.805	.749	.019		.398	.918	.705	.175	.828	.008
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 6	Pearson Correlation	.000	.110	.071	-.053	-.160	1	.328	.179	.308	-.222	.374*
	Sig. (2-tailed)	1.000	.561	.711	.783	.398		.077	.345	.098	.237	.042
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 7	Pearson Correlation	-.178	-.117	.288	-.132	.020	.328	1	.242	.307	-.169	.371*
	Sig. (2-tailed)	.346	.538	.123	.486	.918	.077		.197	.099	.371	.044
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 8	Pearson Correlation	.011	.323	.600**	.085	-.072	.179	.242	1	.119	.325	.587**
	Sig. (2-tailed)	.952	.082	.000	.654	.705	.345	.197		.530	.080	.001

	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 9	Pearson Correlation	.148	-.074	.141	.048	.255	.308	.307	.119	1	.210	.523**
	Sig. (2-tailed)	.435	.699	.459	.800	.175	.098	.099	.530		.264	.003
	N	30	30	30	30	30	30	30	30	30	30	30
PERNYATAAN 10	Pearson Correlation	.284	.095	.235	.183	.041	-.222	-.169	.325	.210	1	.368*
	Sig. (2-tailed)	.128	.618	.212	.333	.828	.237	.371	.080	.264		.045
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.447*	.426*	.545**	.413*	.474**	.374*	.371*	.587**	.523**	.368*	1
	Sig. (2-tailed)	.013	.019	.002	.023	.008	.042	.044	.001	.003	.045	
	N	30	30	30	30	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).

Lampiran 6

Hasil Uji Reliabilitas Variabel Kompensasi X1

Reliability Statistics

Cronbach's Alpha	N of Items
.500	8

Hasil Uji Reliabilitas Variabel Budaya Organisasi X2

Reliability Statistics

Cronbach's Alpha	N of Items
.461	8

Hasil Uji Reliabilitas Variabel Kinerja Y

Reliability Statistics

Cronbach's Alpha	N of Items
.554	10

Lampiran 13

Data nama pegawai Komisi Pemilihan Umum Kota Bandar Lampung sebagai populasi

NO	Nama	Golongan
1	Drs. Jainuddin. M.IP	IV/b
2	Dra. Hj. Suprihatin	III/d
3	Iswanto	III/d
4	Musnawi, S.E	III/d
5	Hj. Hartina Alam, S.Sos.	III/d
6	Tuyono, S.Sos	III/c
7	Ashari Fatriya, S.Sos.	III/b
8	Badarudin S.H	III/b
9	Eni Yulianti, S.Sos.	III/b
10	Yati Maryani	III/b
11	Laura Deslina, S.E.	III/b
12	Anisya S.E	III/b
13	Narita Hayunanda, S.I.Kom	III/b
14	Risma Mauli, S.E	III/b
15	Susi Megawati S.A.N	III/b
16	Manzully Arwan S.I.Kom	III/b
17	Hasbiyah S.I.Kom	III/a
18	Syaiful Azwar	III/a
19	Syarfudin A.Md	III/a
20	Yudha Okista	III/a
21	Mauli Kurnia A.Md	II/d
22	Refa Iswandi A.Md	II/d
23	Faida Yanti A.Md	II/d
24	Romsiah MD	II/c
25	Rudi Imam	II/b

26	Rosidi Yusuf	II/a
27	Romanza	II/a
28	Sudiono	II/a
29	Adipati Yunus	Operator
30	Mahyudin	Operator
31	Heri Setiawan	Operator

Sumber : Komisi Pemilihan Umum Kota Bandar Lampung

Lampiran 5

Hasil Uji Validitas Kompensasi X1

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
P1	Pearson Correlation	1	.373	.396	.446	.104	.452	.174	.788**	.636*
	Sig. (2-tailed)		.288	.257	.197	.774	.189	.630	.007	.048
	N	10	10	10	10	10	10	10	10	10
P2	Pearson Correlation	.373	1	.550	.393	.414	.368	.415	.165	.633*
	Sig. (2-tailed)	.288		.100	.261	.234	.296	.233	.650	.049
	N	10	10	10	10	10	10	10	10	10
P3	Pearson Correlation	.396	.550	1	.700*	.422	.326	.352	.503	.782**
	Sig. (2-tailed)	.257	.100		.024	.225	.357	.318	.139	.007
	N	10	10	10	10	10	10	10	10	10
P4	Pearson Correlation	.446	.393	.700*	1	.738*	.544	.587	.628	.916**
	Sig. (2-tailed)	.197	.261	.024		.015	.104	.074	.052	.000
	N	10	10	10	10	10	10	10	10	10
P5	Pearson Correlation	.104	.414	.422	.738*	1	.745*	.805**	.132	.737*
	Sig. (2-tailed)	.774	.234	.225	.015		.013	.005	.715	.015
	N	10	10	10	10	10	10	10	10	10
P6	Pearson Correlation	.452	.368	.326	.544	.745*	1	.543	.342	.681*
	Sig. (2-tailed)	.189	.296	.357	.104	.013		.105	.334	.030
	N	10	10	10	10	10	10	10	10	10
P7	Pearson Correlation	.174	.415	.352	.587	.805**	.543	1	.074	.645*
	Sig. (2-tailed)	.630	.233	.318	.074	.005	.105		.839	.044
	N	10	10	10	10	10	10	10	10	10
P8	Pearson Correlation	.788**	.165	.503	.628	.132	.342	.074	1	.642*
	Sig. (2-tailed)	.007	.650	.139	.052	.715	.334	.839		.046
	N	10	10	10	10	10	10	10	10	10
TOTAL	Pearson Correlation	.636*	.633*	.782**	.916**	.737*	.681*	.645*	.642*	1
	Sig. (2-tailed)	.048	.049	.007	.000	.015	.030	.044	.046	
	N	10	10	10	10	10	10	10	10	10

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

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

Hasil Uji Validitas Budaya Organisasi X2

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	TOTAL
P1	Pearson Correlation	1	.384	.536	.405	.492	.497	.492	.638*	.684*
	Sig. (2-tailed)		.273	.110	.246	.148	.144	.148	.047	.029
	N	10	10	10	10	10	10	10	10	10
P2	Pearson Correlation	.384	1	.574	.640*	.413	.585	.413	.817**	.664*
	Sig. (2-tailed)	.273		.083	.046	.236	.076	.236	.004	.036
	N	10	10	10	10	10	10	10	10	10
P3	Pearson Correlation	.536	.574	1	.779**	.603	.722*	.603	.591	.911**
	Sig. (2-tailed)	.110	.083		.008	.065	.018	.065	.072	.000
	N	10	10	10	10	10	10	10	10	10
P4	Pearson Correlation	.405	.640*	.779**	1	.354	.597	.515	.696*	.796**
	Sig. (2-tailed)	.246	.046	.008		.316	.068	.128	.025	.006
	N	10	10	10	10	10	10	10	10	10
P5	Pearson Correlation	.492	.413	.603	.354	1	.497	.464	.334	.747*
	Sig. (2-tailed)	.148	.236	.065	.316		.144	.176	.346	.013
	N	10	10	10	10	10	10	10	10	10
P6	Pearson Correlation	.497	.585	.722*	.597	.497	1	.746*	.339	.784**
	Sig. (2-tailed)	.144	.076	.018	.068	.144		.013	.338	.007
	N	10	10	10	10	10	10	10	10	10
P7	Pearson Correlation	.492	.413	.603	.515	.464	.746*	1	.334	.639*
	Sig. (2-tailed)	.148	.236	.065	.128	.176	.013		.346	.047
	N	10	10	10	10	10	10	10	10	10
P8	Pearson Correlation	.638*	.817**	.591	.696*	.334	.339	.334	1	.684*
	Sig. (2-tailed)	.047	.004	.072	.025	.346	.338	.346		.029
	N	10	10	10	10	10	10	10	10	10
TOTAL	Pearson Correlation	.684*	.664*	.911**	.796**	.747*	.784**	.639*	.684*	1
	Sig. (2-tailed)	.029	.036	.000	.006	.013	.007	.047	.029	
	N	10	10	10	10	10	10	10	10	10

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

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

Hasil Uji Validitas Kinerja Y

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	TOTAL
P1	Pearson Correlation	1	.616	.582	.382	.566	.279	.440	.544	.620	.833**	.824**
	Sig. (2-tailed)		.058	.078	.277	.088	.435	.203	.104	.056	.003	.003
	N	10	10	10	10	10	10	10	10	10	10	10
P2	Pearson Correlation	.616	1	.346	.535	.623	.414	.070	.198	.382	.396	.643*
	Sig. (2-tailed)	.058		.328	.111	.055	.234	.848	.584	.276	.257	.045
	N	10	10	10	10	10	10	10	10	10	10	10
P3	Pearson Correlation	.582	.346	1	.250	.540	.155	.538	.535	.135	.600	.638*
	Sig. (2-tailed)	.078	.328		.486	.107	.670	.109	.111	.709	.067	.047
	N	10	10	10	10	10	10	10	10	10	10	10
P4	Pearson Correlation	.382	.535	.250	1	.685*	.357	.535	.288	.273	.176	.677*
	Sig. (2-tailed)	.277	.111	.486		.029	.311	.111	.420	.445	.627	.031
	N	10	10	10	10	10	10	10	10	10	10	10
P5	Pearson Correlation	.566	.623	.540	.685*	1	.182	.498	.289	.175	.530	.680*
	Sig. (2-tailed)	.088	.055	.107	.029		.614	.143	.419	.628	.115	.030
	N	10	10	10	10	10	10	10	10	10	10	10
P6	Pearson Correlation	.279	.414	.155	.357	.182	1	.527	.552	.599	.258	.637*
	Sig. (2-tailed)	.435	.234	.670	.311	.614		.117	.098	.067	.472	.048
	N	10	10	10	10	10	10	10	10	10	10	10
P7	Pearson Correlation	.440	.070	.538	.535	.498	.527	1	.737*	.273	.616	.712*
	Sig. (2-tailed)	.203	.848	.109	.111	.143	.117		.015	.445	.058	.021
	N	10	10	10	10	10	10	10	10	10	10	10
P8	Pearson Correlation	.544	.198	.535	.288	.289	.552	.737*	1	.253	.612	.713*
	Sig. (2-tailed)	.104	.584	.111	.420	.419	.098	.015		.480	.060	.021
	N	10	10	10	10	10	10	10	10	10	10	10
P9	Pearson Correlation	.620	.382	.135	.273	.175	.599	.273	.253	1	.310	.657*
	Sig. (2-tailed)	.056	.276	.709	.445	.628	.067	.445	.480		.383	.039
	N	10	10	10	10	10	10	10	10	10	10	10

P10	Pearson Correlation	.833**	.396	.600	.176	.530	.258	.616	.612	.310	1	.657*
	Sig. (2-tailed)	.003	.257	.067	.627	.115	.472	.058	.060	.383		.039
	N	10	10	10	10	10	10	10	10	10	10	10
TOTAL	Pearson Correlation	.824**	.643*	.638*	.677*	.680*	.637*	.712*	.713*	.657*	.657*	1
	Sig. (2-tailed)	.003	.045	.047	.031	.030	.048	.021	.021	.039	.039	
	N	10	10	10	10	10	10	10	10	10	10	10

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

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