

## LAMPIRAN HASIL SPSS

### Identitas Responden

#### Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 17-25 tahun	18	52.9	52.9	52.9
25-35 tahun	13	38.2	38.2	91.2
35-45 tahun	3	8.8	8.8	100.0
Total	34	100.0	100.0	

#### Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMP	9	26.5	26.5	26.5
SMA	25	73.5	73.5	100.0
Total	34	100.0	100.0	

#### Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMP	9	26.5	26.5	26.5
SMA	25	73.5	73.5	100.0
Total	34	100.0	100.0	

## Uji Validitas

-Motivasi Kerja (X1)

### Correlations

		X11	X12	X13	X14	X15
X11	Pearson Correlation	1	,482**	,331	,393*	,407*
	Sig. (2-tailed)		,004	,056	,021	,017
	N	34	34	34	34	34
X12	Pearson Correlation	,482**	1	,268	,581**	,538**
	Sig. (2-tailed)	,004		,126	,000	,001
	N	34	34	34	34	34
X13	Pearson Correlation	,331	,268	1	,554**	,543**
	Sig. (2-tailed)	,056	,126		,001	,001
	N	34	34	34	34	34
X14	Pearson Correlation	,393*	,581**	,554**	1	,436**
	Sig. (2-tailed)	,021	,000	,001		,010
	N	34	34	34	34	34
X15	Pearson Correlation	,407*	,538**	,543**	,436**	1
	Sig. (2-tailed)	,017	,001	,001	,010	
	N	34	34	34	34	34
X16	Pearson Correlation	,535**	,558**	,366*	,577**	,468**
	Sig. (2-tailed)	,001	,001	,033	,000	,005
	N	34	34	34	34	34
X17	Pearson Correlation	,343*	,544**	,578**	,525**	,491**
	Sig. (2-tailed)	,047	,001	,000	,001	,003
	N	34	34	34	34	34

X18	Pearson Correlation	,132	-,040	,348*	,165	,042
	Sig. (2-tailed)	,457	,823	,044	,350	,814
	N	34	34	34	34	34
Motivasi Kerja	Pearson Correlation	,646**	,681**	,758**	,767**	,698**
	Sig. (2-tailed)	,000	,000	,000	,000	,000
	N	34	34	34	34	34

### Correlations

		X16	X17	X18	Motivasi Kerja
X11	Pearson Correlation	,535	,343**	,132	,646*
	Sig. (2-tailed)	,001	,047	,457	,000
	N	34	34	34	34
X12	Pearson Correlation	,558**	,544	-,040	,681**
	Sig. (2-tailed)	,001	,001	,823	,000
	N	34	34	34	34
X13	Pearson Correlation	,366	,578	,348	,758**
	Sig. (2-tailed)	,033	,000	,044	,000
	N	34	34	34	34
X14	Pearson Correlation	,577*	,525**	,165**	,767
	Sig. (2-tailed)	,000	,001	,350	,000
	N	34	34	34	34
X15	Pearson Correlation	,468*	,491**	,042**	,698**
	Sig. (2-tailed)	,005	,003	,814	,000
	N	34	34	34	34
X16	Pearson Correlation	1**	,715**	-,173*	,679**

	Sig. (2-tailed)		,000	,329	,000
	N	34	34	34	34
	Pearson Correlation	,715*	1**	,146**	,771**
X17	Sig. (2-tailed)	,000		,409	,000
	N	34	34	34	34
	Pearson Correlation	-,173	,146	1*	,410
X18	Sig. (2-tailed)	,329	,409		,016
	N	34	34	34	34
	Pearson Correlation	,679**	,771**	,410**	1**
Motivasi Kerja	Sig. (2-tailed)	,000	,000	,016	
	N	34	34	34	34

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

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

## -Pengawasan (X2)

### Correlations

		X21	X22	X23	X24	X25
X21	Pearson Correlation	1	,679**	,045	,204	,178
	Sig. (2-tailed)		,000	,802	,248	,313
	N	34	34	34	34	34
X22	Pearson Correlation	,679**	1	,125	,266	,160
	Sig. (2-tailed)	,000		,480	,128	,366
	N	34	34	34	34	34
X23	Pearson Correlation	,045	,125	1	,465**	,370*

	Sig. (2-tailed)	,802	,480		,006	,031
	N	34	34	34	34	34
	Pearson Correlation	,204	,266	,465**	1	,597**
X24	Sig. (2-tailed)	,248	,128	,006		,000
	N	34	34	34	34	34
	Pearson Correlation	,178	,160	,370*	,597**	1
X25	Sig. (2-tailed)	,313	,366	,031	,000	
	N	34	34	34	34	34
	Pearson Correlation	,160	-,101	,215	,197	,302
X26	Sig. (2-tailed)	,365	,571	,221	,263	,082
	N	34	34	34	34	34
	Pearson Correlation	,182	-,010	,133	,328	,484**
X27	Sig. (2-tailed)	,304	,954	,453	,059	,004
	N	34	34	34	34	34
	Pearson Correlation	,005	-,144	,137	,273	,546**
X28	Sig. (2-tailed)	,978	,417	,440	,118	,001
	N	34	34	34	34	34
	Pearson Correlation	,463**	,359*	,530**	,698**	,761**
Pengawasan	Sig. (2-tailed)	,006	,037	,001	,000	,000
	N	34	34	34	34	34

### Correlations

		X26	X27	X28	Pengawasan
X21	Pearson Correlation	,160	,182**	,005	,463
	Sig. (2-tailed)	,365	,304	,978	,006

	N	34	34	34	34
	Pearson Correlation	-,101**	-,010	-,144	,359
X22	Sig. (2-tailed)	,571	,954	,417	,037
	N	34	34	34	34
	Pearson Correlation	,215	,133	,137	,530**
X23	Sig. (2-tailed)	,221	,453	,440	,001
	N	34	34	34	34
	Pearson Correlation	,197	,328	,273**	,698
X24	Sig. (2-tailed)	,263	,059	,118	,000
	N	34	34	34	34
	Pearson Correlation	,302	,484	,546*	,761**
X25	Sig. (2-tailed)	,082	,004	,001	,000
	N	34	34	34	34
	Pearson Correlation	1	,513	,305	,567
X26	Sig. (2-tailed)		,002	,079	,000
	N	34	34	34	34
	Pearson Correlation	,513	1	,753	,737
X27	Sig. (2-tailed)	,002		,000	,000
	N	34	34	34	34
	Pearson Correlation	,305	,753	1	,642
X28	Sig. (2-tailed)	,079	,000		,000
	N	34	34	34	34
	Pearson Correlation	,567**	,737*	,642**	1**
Pengawasan	Sig. (2-tailed)	,000	,000	,000	
	N	34	34	34	34

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

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

**-K3 (X3)**

**Correlations**

		X31	X32	X33	X34	X35	X36
X31	Pearson Correlation	1	,397*	,427*	,279	,386*	,537**
	Sig. (2-tailed)		,020	,012	,109	,024	,001
	N	34	34	34	34	34	34
X32	Pearson Correlation	,397*	1	,485**	,495**	,328	,395*
	Sig. (2-tailed)	,020		,004	,003	,058	,021
	N	34	34	34	34	34	34
X33	Pearson Correlation	,427*	,485**	1	,380*	,387*	,676**
	Sig. (2-tailed)	,012	,004		,027	,024	,000
	N	34	34	34	34	34	34
X34	Pearson Correlation	,279	,495**	,380*	1	,272	,506**
	Sig. (2-tailed)	,109	,003	,027		,119	,002
	N	34	34	34	34	34	34
X35	Pearson Correlation	,386*	,328	,387*	,272	1	,296
	Sig. (2-tailed)	,024	,058	,024	,119		,089
	N	34	34	34	34	34	34
X36	Pearson Correlation	,537**	,395*	,676**	,506**	,296	1
	Sig. (2-tailed)	,001	,021	,000	,002	,089	
	N	34	34	34	34	34	34
K3	Pearson Correlation	,700**	,698**	,806**	,657**	,606**	,824**

Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
N	34	34	34	34	34	34

**Correlations**

		K3
X31	Pearson Correlation	,700
	Sig. (2-tailed)	,000
	N	34
X32	Pearson Correlation	,698*
	Sig. (2-tailed)	,000
	N	34
X33	Pearson Correlation	,806*
	Sig. (2-tailed)	,000
	N	34
X34	Pearson Correlation	,657
	Sig. (2-tailed)	,000
	N	34
X35	Pearson Correlation	,606*
	Sig. (2-tailed)	,000
	N	34
X36	Pearson Correlation	,824**
	Sig. (2-tailed)	,000
	N	34
K3	Pearson Correlation	1**
	Sig. (2-tailed)	



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

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

## Kinerja (Y)

### Correlations

		Y1	Y2	Y3	Y4	Y5	Y6
Y1	Pearson Correlation	1	,538**	,707**	,164	,399*	,234
	Sig. (2-tailed)		,001	,000	,355	,020	,184
	N	34	34	34	34	34	34
Y2	Pearson Correlation	,538**	1	,593**	,228	,509**	,072
	Sig. (2-tailed)	,001		,000	,195	,002	,685
	N	34	34	34	34	34	34
Y3	Pearson Correlation	,707**	,593**	1	,061	,326	,272
	Sig. (2-tailed)	,000	,000		,732	,060	,120
	N	34	34	34	34	34	34
Y4	Pearson Correlation	,164	,228	,061	1	,391*	-,230
	Sig. (2-tailed)	,355	,195	,732		,022	,191
	N	34	34	34	34	34	34
Y5	Pearson Correlation	,399*	,509**	,326	,391*	1	,194
	Sig. (2-tailed)	,020	,002	,060	,022		,272
	N	34	34	34	34	34	34
Y6	Pearson Correlation	,234	,072	,272	-,230	,194	1
	Sig. (2-tailed)	,184	,685	,120	,191	,272	

	N	34	34	34	34	34	34
	Pearson Correlation	,759**	,523**	,508**	,206	,385*	,240
Y7	Sig. (2-tailed)	,000	,001	,002	,242	,024	,172
	N	34	34	34	34	34	34
	Pearson Correlation	,594**	,482**	,286	,248	,283	,254
Y8	Sig. (2-tailed)	,000	,004	,101	,157	,104	,147
	N	34	34	34	34	34	34
	Pearson Correlation	,622**	,218	,287	,220	,243	,466**
Y9	Sig. (2-tailed)	,000	,216	,100	,212	,166	,006
	N	34	34	34	34	34	34
	Pearson Correlation	,430*	,122	,005	,142	,198	,306
Y10	Sig. (2-tailed)	,011	,492	,977	,422	,261	,078
	N	34	34	34	34	34	34
	Pearson Correlation	,670**	,471**	,418*	-,026	,520**	,179
Y11	Sig. (2-tailed)	,000	,005	,014	,884	,002	,311
	N	34	34	34	34	34	34
	Pearson Correlation	,588**	,316	,426*	,042	,476**	,502**
Y12	Sig. (2-tailed)	,000	,068	,012	,815	,004	,002
	N	34	34	34	34	34	34

### Correlations

	Y7	Y8	Y9	Y10	Y11	Y12
Pearson Correlation	,759	,594**	,622**	,430	,670*	,588
Y1 Sig. (2-tailed)	,000	,000	,000	,011	,000	,000
N	34	34	34	34	34	34

	Pearson Correlation	,523**	,482	,218**	,122	,471**	,316
Y2	Sig. (2-tailed)	,001	,004	,216	,492	,005	,068
	N	34	34	34	34	34	34
	Pearson Correlation	,508**	,286**	,287	,005	,418	,426
Y3	Sig. (2-tailed)	,002	,101	,100	,977	,014	,012
	N	34	34	34	34	34	34
	Pearson Correlation	,206	,248	,220	,142	-,026*	,042
Y4	Sig. (2-tailed)	,242	,157	,212	,422	,884	,815
	N	34	34	34	34	34	34
	Pearson Correlation	,385 <sup>†</sup>	,283**	,243	,198 <sup>†</sup>	,520	,476
Y5	Sig. (2-tailed)	,024	,104	,166	,261	,002	,004
	N	34	34	34	34	34	34
	Pearson Correlation	,240	,254	,466	,306	,179	,502
Y6	Sig. (2-tailed)	,172	,147	,006	,078	,311	,002
	N	34	34	34	34	34	34
	Pearson Correlation	1**	,634**	,334**	,309	,475 <sup>†</sup>	,376
Y7	Sig. (2-tailed)		,000	,053	,075	,004	,028
	N	34	34	34	34	34	34
	Pearson Correlation	,634**	1**	,442	,569	,568	,517
Y8	Sig. (2-tailed)	,000		,009	,000	,000	,002
	N	34	34	34	34	34	34
	Pearson Correlation	,334**	,442	1	,567	,387	,637**
Y9	Sig. (2-tailed)	,053	,009		,000	,024	,000
	N	34	34	34	34	34	34
Y10	Pearson Correlation	,309 <sup>†</sup>	,569	,567	1	,474	,574

	Sig. (2-tailed)	,075	,000	,000		,005	,000
	N	34	34	34	34	34	34
	Pearson Correlation	,475**	,568**	,387*	,474	1**	,699
Y11	Sig. (2-tailed)	,004	,000	,024	,005		,000
	N	34	34	34	34	34	34
	Pearson Correlation	,376**	,517	,637*	,574	,699**	1**
Y12	Sig. (2-tailed)	,028	,002	,000	,000	,000	
	N	34	34	34	34	34	34

### Correlations

		Kinerja
	Pearson Correlation	,833
Y1	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,618**
Y2	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,572**
Y3	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,360
Y4	Sig. (2-tailed)	,037
	N	34
	Pearson Correlation	,628*
Y5	Sig. (2-tailed)	,000

	N	34
	Pearson Correlation	,441
Y6	Sig. (2-tailed)	,009
	N	34
	Pearson Correlation	,713**
Y7	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,760**
Y8	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,719**
Y9	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,643*
Y10	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,726**
Y11	Sig. (2-tailed)	,000
	N	34
	Pearson Correlation	,784**
Y12	Sig. (2-tailed)	,000
	N	34

## Reliabilitas

Scale : Motivasi Kerja

### Case Processing Summary

		N	%
	Valid	34	100,0
Cases	Excluded <sup>a</sup>	0	,0
	Total	34	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,795	8

Scale : Pengawasan

### Case Processing Summary

		N	%
	Valid	34	100,0
Cases	Excluded <sup>a</sup>	0	,0
	Total	34	100,0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
,739	8

Scale : K3

**Case Processing Summary**

		N	%
	Valid	34	100,0
Cases	Excluded <sup>a</sup>	0	,0
	Total	34	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,811	6

Scale : Kinerja

**Case Processing Summary**

		N	%
	Valid	34	100,0
Cases	Excluded <sup>a</sup>	0	,0
	Total	34	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,861	12

## Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		TOTALX1	TOTALX2	TOTALX3	TOTALY
N		34	34	34	34
Normal Parameters <sup>a,b</sup>	Mean	34,29	34,12	25,65	50,91
	Std. Deviation	3,762	2,931	3,437	4,454
	Absolute	,141	,134	,150	,155
Most Extreme Differences	Positive	,141	,134	,150	,155
	Negative	-,102	-,117	-,136	-,102
Kolmogorov-Smirnov Z		,821	,779	,874	,904
Asymp. Sig. (2-tailed)		,511	,578	,430	,387

a. Test distribution is Normal.

b. Calculated from data.

## Uji Linieritas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		340,485	12	28,374	1,896	,096
TOTALY *	Between Groups	Linearity	259,115	1	259,115	17,316	,000
TOTALX1	Deviation from Linearity		81,370	11	7,397	,494	,886
	Within Groups		314,250	21	14,964		
	Total		654,735	33			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		264,202	9	29,356	1,804	,120
TOTALY *	Between Groups	Linearity	93,540	1	93,540	5,748	,025
TOTALX3	Deviation from Linearity		170,662	8	21,333	1,311	,285
	Within Groups		390,533	24	16,272		
	Total		654,735	33			



## Uji Multikolinieritas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	2,029	6,568		,309	,760		
Motivasi	,420	,145	,355	2,898	,007	,766	1,306
Pengawasan	,741	,184	,487	4,034	,000	,785	1,274
K3	,359	,141	,277	2,551	,016	,969	1,031

a. Dependent Variable: TOTALY

## Uji Heteroskedastitas

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-7,880	3,438		-2,292	,029
Motivasi Kerja	,216	,076	,491	2,846	,208
Pengawasan	-,001	,096	-,002	-,014	,989
K3	,098	,074	,204	1,332	,193

a. Dependent Variable: RES\_2

## Regresi

Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	K3, Pengawasan, Motivasi Kerja <sup>b</sup>		Enter

- a. Dependent Variable: Kinerja  
b. All requested variables entered.

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,810 <sup>a</sup>	,656	,622	2,739	1,694

- a. Predictors: (Constant), K3, Pengawasan, Motivasi Kerja  
b. Dependent Variable: Kinerja

### Hasil Uji-t

#### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2,029	6,568		,309	,760
	Motivasi Kerja	,420	,145	,355	2,898	,007
	Pengawasan	,741	,184	,487	4,034	,000
	K3	,359	,141	,277	2,551	,016