Tabel 4.8

Hasil Statistik Deskriptif.

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Stres Kerja	26	1	4	2,31	,679
Motivasi Kerja	26	4	5	4,15	,368
Kompensasi	26	3	5	4,12	,431
Kinerja Karyawan	26	3	5	4,15	,543
Valid N (listwise)	26				

Tabel 4.9

Hasil Uji Validitas Stres kerja.

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	Total X1
X1.1	Pearson Correlation	1	,575**	,181	,467*	,287	,153	,073	,620**
	Sig. (2-tailed)		,002	,375	,016	,156	,456	,722	,001
	N	26	26	26	26	26	26	26	26
X1.2	Pearson Correlation	,575**	1	,487*	,311	,498**	,493*	,336	,818**
	Sig. (2-tailed)	,002		,012	,122	,010	,011	,093	,000
	N	26	26	26	26	26	26	26	26
X1.3	Pearson Correlation	,181	,487*	1	,000	,175	,476*	,359	,575**
	Sig. (2-tailed)	,375	,012		1,000	,393	,014	,071	,002
	N	26	26	26	26	26	26	26	26
X1.4	Pearson Correlation	,467*	,311	,000	1	,355	,142	,220	,564**
	Sig. (2-tailed)	,016	,122	1,000		,075	,489	,280	,003
	N	26	26	26	26	26	26	26	26
X1.5	Pearson Correlation	,287	,498**	,175	,355	1	,391*	,242	,666**
	Sig. (2-tailed)	,156	,010	,393	,075		,048	,234	,000
	N	26	26	26	26	26	26	26	26
X1.6	Pearson Correlation	,153	,493*	,476*	,142	,391*	1	,579**	,693**
	Sig. (2-tailed)	,456	,011	,014	,489	,048		,002	,000
	N	26	26	26	26	26	26	26	26
X1.7	Pearson Correlation	,073	,336	,359	,220	,242	,579**	1	,600**
	Sig. (2-tailed)	,722	,093	,071	,280	,234	,002		,001
	N	26	26	26	26	26	26	26	26
Total X1	Pearson Correlation	,620**	,818**	,575**	,564**	,666**	,693**	,600**	1
	Sig. (2-tailed)	,001	,000	,002	,003	,000	,000	,001	
	N	26	26	26	26	26	26	26	26

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

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

Tabel 4.10

Hasil Uji Validitas Motivasi Kerja.

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	Total X2
X2.1	Pearson Correlation	1	,625**	,180	,291	,235	,107	,214	,329	,018	,201	-,018	,523**
	Sig. (2-tailed)		,001	,380	,149	,248	,605	,295	,100	,932	,324	,932	,006
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.2	Pearson Correlation	,625**	1	,215	,230	,066	-,065	-,034	,085	,248	,308	-,069	,465*
	Sig. (2-tailed)	,001		,293	,259	,749	,752	,870	,679	,222	,126	,738	,017
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.3	Pearson Correlation	,180	,215	1	,191	,179	-,070	,133	,091	,286	,170	,309	,518**
	Sig. (2-tailed)	,380	,293		,351	,381	,735	,518	,659	,156	,406	,124	,007
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.4	Pearson Correlation	,291	,230	,191	1	,498**	,176	,476*	,153	,390*	,352	,260	,624**
	Sig. (2-tailed)	,149	,259	,351		,010	,390	,014	,455	,049	,078	,199	,001
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.5	Pearson Correlation	,235	,066	,179	,498**	1	,391*	,925**	,405*	,439*	,486*	,209	,729**
	Sig. (2-tailed)	,248	,749	,381	,010		,048	,000	,040	,025	,012	,304	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.6	Pearson Correlation	,107	-,065	-,070	,176	,391*	1	,348	,634**	,180	,114	,507**	,481*
	Sig. (2-tailed)	,605	,752	,735	,390	,048		,081	,001	,380	,578	,008	,013
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.7	Pearson Correlation	,214	-,034	,133	,476*	,925**	,348	1	,493*	,429*	,322	,191	,672**
	Sig. (2-tailed)	,295	,870	,518	,014	,000	,081		,010	,029	,108	,351	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.8	Pearson Correlation	,329	,085	,091	,153	,405*	,634**	,493*	1	,064	-,149	,414*	,541**
	Sig. (2-tailed)	,100	,679	,659	,455	,040	,001	,010		,755	,467	,036	,004
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.9	Pearson Correlation	,018	,248	,286	,390*	,439*	,180	,429*	,064	1	,507**	,320	,634**
	Sig. (2-tailed)	,932	,222	,156	,049	,025	,380	,029	,755		,008	,111	,001
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.10	Pearson Correlation	,201	,308	,170	,352	,486*	,114	,322	-,149	,507**	1	-,095	,496*
	Sig. (2-tailed)	,324	,126	,406	,078	,012	,578	,108	,467	,008		,644	,010
	N	26	26	26	26	26	26	26	26	26	26	26	26
X2.11	Pearson Correlation	-,018	-,069	,309	,260	,209	,507**	,191	,414*	,320	-,095	1	,503**
	Sig. (2-tailed)	,932	,738	,124	,199	,304	,008	,351	,036	,111	,644		,009
	N	26	26	26	26	26	26	26	26	26	26	26	26
Total X2	Pearson Correlation	,523**	,465*	,518**	,624**	,729**	,481*	,672**	,541**	,634**	,496*	,503**	1
	Sig. (2-tailed)	,006	,017	,007	,001	,000	,013	,000	,004	,001	,010	,009	
	N	26	26	26	26	26	26	26	26	26	26	26	26

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

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

Tabel 4.11

Hasil Uji Validitas Kompensasi.

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	X3.13	X3.14	X3.15	X3.16	X3.17	Total X3
X3.1	Pearson Correlation	1	,349	,524*	1,000**	,233	,349	,335	,349	,752**	,625**	,648**	,805**	,731**	,448*	,805**	,233	,752**	,805**
	Sig. (2-tailed)		,081	,006	,000	,251	,081	,095	,081	,000	,001	,000	,000	,000	,022	,000	,251	,000	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.2	Pearson Correlation	,349	1	,678**	,349	,646**	1,000**	,399*	1,000**	,248	,218	,214	,253	,405*	,253	,253	,646**	,248	,695**
	Sig. (2-tailed)	,081		,000	,081	,000	,000	,044	,000	,222	,285	,293	,212	,040	,212	,212	,000	,222	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.3	Pearson Correlation	,524**	,678**	1	,524**	,460*	,678**	,182	,678**	,354	,434*	,442*	,235	,411*	,126	,235	,460*	,354	,648**
	Sig. (2-tailed)	,006	,000		,006	,018	,000	,374	,000	,076	,027	,024	,248	,037	,540	,248	,018	,076	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.4	Pearson Correlation	1,000**	,349	,524**	1	,233	,349	,335	,349	,752**	,625**	,648**	,805**	,731**	,448*	,805**	,233	,752**	,805**
	Sig. (2-tailed)	,000	,081	,006		,251	,081	,095	,081	,000	,001	,000	,000	,000	,022	,000	,251	,000	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.5	Pearson Correlation	,233	,646**	,460*	,233	1	,646**	,383	,646**	,294	,184	-,006	,195	,260	,467*	,195	1,000**	,294	,611**
	Sig. (2-tailed)	,251	,000	,018	,251		,000	,054	,000	,145	,369	,978	,339	,200	,016	,339	,000	,145	,001
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.6	Pearson Correlation	,349	1,000**	,678**	,349	,646**	1	,399*	1,000**	,248	,218	,214	,253	,405*	,253	,253	,646**	,248	,695**
	Sig. (2-tailed)	,081	,000	,000	,081	,000		,044	,000	,222	,285	,293	,212	,040	,212	,212	,000	,222	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.7	Pearson Correlation	,335	,399*	,182	,335	,383	,399*	1	,399*	,389*	,449*	,442*	,467*	,342	,467*	,467*	,383	,389*	,611**
	Sig. (2-tailed)	,095	,044	,374	,095	,054	,044		,044	,050	,021	,024	,016	,087	,016	,016	,054	,050	,001
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.8	Pearson Correlation	,349	1,000**	,678**	,349	,646**	1,000**	,399*	1	,248	,218	,214	,253	,405*	,253	,253	,646**	,248	,695**
	Sig. (2-tailed)	,081	,000	,000	,081	,000	,000	,044		,222	,285	,293	,212	,040	,212	,212	,000	,222	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.9	Pearson Correlation	,752**	,248	,354	,752**	,294	,248	,389*	,248	1	,625**	,569**	,726**	,659**	,615**	,726**	,294	1,000**	,771**
	Sig. (2-tailed)	,000	,222	,076	,000	,145	,222	,050	,222		,001	,002	,000	,000	,001	,000	,145	,000	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.10	Pearson Correlation	,625**	,218	,434*	,625**	,184	,218	,449*	,218	,625**	1	,698**	,696**	,632**	,280	,696**	,184	,625**	,688**
	Sig. (2-tailed)	,001	,285	,027	,001	,369	,285	,021	,285	,001		,000	,000	,001	,166	,000	,369	,001	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.11	Pearson Correlation	,648**	,214	,442*	,648**	-,006	,214	,442*	,214	,569**	,698**	1	,641**	,662**	,202	,641**	-,006	,569**	,639**
	Sig. (2-tailed)	,000	,293	,024	,000	,978	,293	,024	,293	,002	,000		,000	,000	,321	,000	,978	,002	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.12	Pearson Correlation	,805**	,253	,235	,805**	,195	,253	,467*	,253	,726**	,696**	,641**	1	,811**	,680**	1,000**	,195	,726**	,792**
	Sig. (2-tailed)	,000	,212	,248	,000	,339	,212	,016	,212	,000	,000	,000		,000	,000	,000	,339	,000	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.13	Pearson Correlation	,731**	,405*	,411*	,731**	,260	,405*	,342	,405*	,659**	,632**	,662**	,811**	1	,521**	,811**	,260	,659**	,796**
	Sig. (2-tailed)	,000	,040	,037	,000	,200	,040	,087	,040	,000	,001	,000	,000		,006	,000	,200	,000	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.14	Pearson Correlation	,448*	,253	,126	,448*	,467*	,253	,467*	,253	,615**	,280	,202	,680**	,521**	1	,680**	,467*	,615**	,640**
	Sig. (2-tailed)	,022	,212	,540	,022	,016	,212	,016	,212	,001	,166	,321	,000	,006		,000	,016	,001	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.15	Pearson Correlation	,805**	,253	,235	,805**	,195	,253	,467*	,253	,726**	,696**	,641**	1,000**	,811**	,680**	1	,195	,726**	,792**
	Sig. (2-tailed)	,000	,212	,248	,000	,339	,212	,016	,212	,000	,000	,000	,000	,000	,000		,339	,000	,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.16	Pearson Correlation	,233	,646**	,460*	,233	1,000**	,646**	,383	,646**	,294	,184	-,006	,195	,260	,467*	,195	1	,294	,611**
	Sig. (2-tailed)	,251	,000	,018	,251	,000	,000	,054	,000	,145	,369	,978	,339	,200	,016	,339		,145	,001
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
X3.17	Pearson Correlation	,752**	,248	,354	,752**	,294	,248	,389*	,248	1,000**	,625**	,569**	,726**	,659**	,615**	,726**	,294	1	,771**
	Sig. (2-tailed)	,000	,222	,076	,000	,145	,222	,050	,222	,000	,001	,002	,000	,000	,001	,000	,145		,000
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
Total X3	Pearson Correlation	,805**	,695**	,648**	,805**	,611**	,695**	,611**	,695**	,771**	,688**	,639**	,792**	,796**	,640**	,792**	,611**	,771**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,001	,000	,001	,000	,000	,000	,000	,000	,000	,000	,000	,001	,000	
	N	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26

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

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

Tabel 4.12

Hasil Uji Validitas Kinerja karyawan.

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Total Y
Y1	Pearson Correlation	1	,640**	,594**	,434*	,436*	,583**	,800**
	Sig. (2-tailed)		,000	,001	,027	,026	,002	,000
	N	26	26	26	26	26	26	26
Y2	Pearson Correlation	,640**	1	,559**	,508**	,173	,588**	,748**
	Sig. (2-tailed)	,000		,003	,008	,398	,002	,000
	N	26	26	26	26	26	26	26
Y3	Pearson Correlation	,594**	,559**	1	,784**	,594**	,475*	,867**
	Sig. (2-tailed)	,001	,003		,000	,001	,014	,000
	N	26	26	26	26	26	26	26
Y4	Pearson Correlation	,434*	,508**	,784**	1	,441*	,306	,745**
	Sig. (2-tailed)	,027	,008	,000		,024	,128	,000
	N	26	26	26	26	26	26	26
Y5	Pearson Correlation	,436*	,173	,594**	,441*	1	,529**	,694**
	Sig. (2-tailed)	,026	,398	,001	,024		,005	,000
	N	26	26	26	26	26	26	26
Y6	Pearson Correlation	,583**	,588**	,475*	,306	,529**	1	,760**
	Sig. (2-tailed)	,002	,002	,014	,128	,005		,000
	N	26	26	26	26	26	26	26
Total Y	Pearson Correlation	,800**	,748**	,867**	,745**	,694**	,760**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
	N	26	26	26	26	26	26	26

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

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

Tabel 4.13

Hasil Uji Reliabilitas Stres Kerja.

Reliability Statistics

Cronbach's Alpha	N of Items
,768	7

Tabel 4.14

Hasil Uji Reliabilitas Motivasi Kerja.

Reliability Statistics

Cronbach's Alpha	N of Items
,765	11

Tabel 4.15

Hasil Uji Reliabilitas Kompensasi.

Reliability Statistics

Cronbach's Alpha	N of Items
,936	17

Tabel 4.16

Hasil Uji Reliabilitas Kinerja karyawan.

Reliability Statistics

Cronbach's Alpha	N of Items
,862	6

Tabel 4.17

Hasil Uji Normalitas.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		26
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	1,61668151
Most Extreme Differences	Absolute	,122
	Positive	,122
	Negative	-,078
Kolmogorov-Smirnov Z		,624
Asymp. Sig. (2-tailed)		,831

a. Test distribution is Normal.

b. Calculated from data.

Tabel 4.18

Hasil Uji Multikolonieritas.

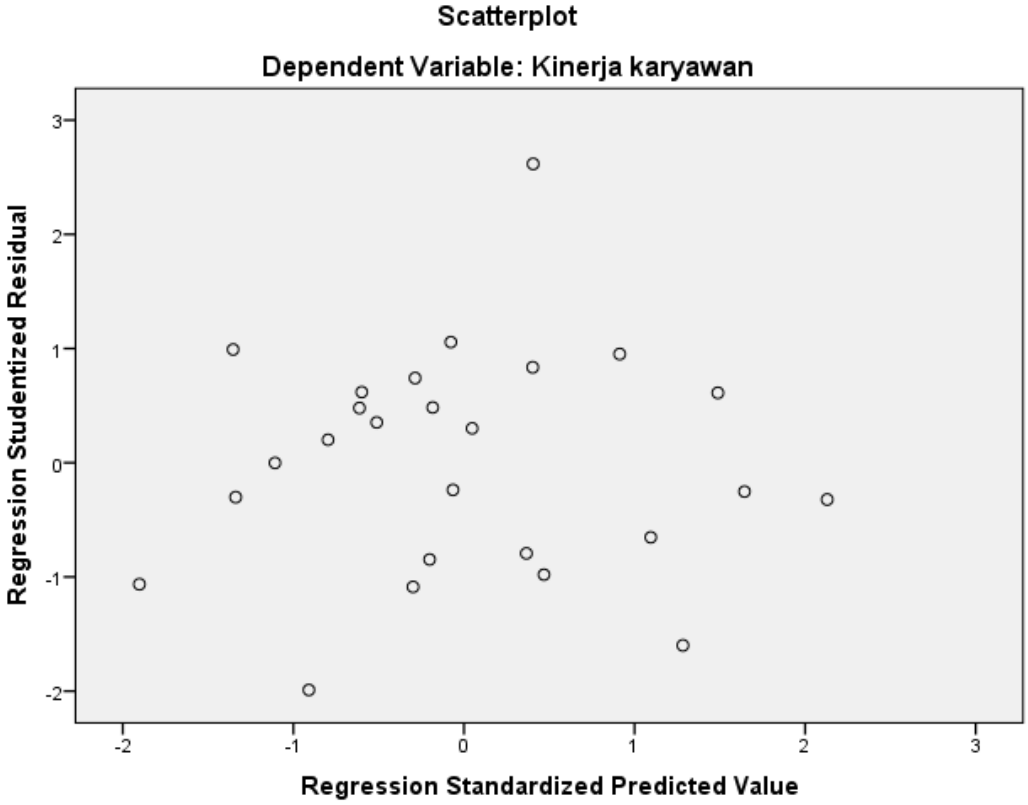
Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19,056	6,578		2,897	,009		
	Stres Kerja	-,455	,094	-,675	-4,848	,000	,885	1,130
	Motivasi Kerja	,230	,107	,287	2,152	,044	,968	1,033
	Kompensasi	,045	,052	,124	,879	,390	,867	1,154
	MODX1X4	-,292	,635	-,083	-,460	,651	,521	1,918
	MODX2X4	-,608	,883	-,137	-,689	,499	,435	2,301
	MODX3X4	-,104	,751	-,022	-,139	,891	,707	1,414

a. Dependent Variable: Kinerja karyawan

Gambar 4.1

Hasil Uji Heteroskedastisitas.



Tabel 4.19

Hasil Analisis Regresi Linier Berganda.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19,056	6,578		2,897	,009		
	Stres Kerja	-,455	,094	-,675	-4,848	,000	,885	1,130
	Motivasi Kerja	,230	,107	,287	2,152	,044	,968	1,033
	Kompensasi	,045	,052	,124	,879	,390	,867	1,154
	MODX1X4	-,292	,635	-,083	-,460	,651	,521	1,918
	MODX2X4	-,608	,883	-,137	-,689	,499	,435	2,301
	MODX3X4	-,104	,751	-,022	-,139	,891	,707	1,414

a. Dependent Variable: Kinerja karyawan

Tabel 4.20

Hasil Koefisien Determinasi (R^2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,821[a]	,674	,571	1,854

a. Predictors: (Constant), MODX3X4, Stres Kerja, Motivasi Kerja, MODX1X4, Kompensasi, MODX2X4

b. Dependent Variable: Kinerja karyawan

Tabel 4.21

Hasil Uji Kelayakan Model (Uji F).

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	135,005	6	22,501	6,543	,001[b]
	Residual	65,341	19	3,439		
	Total	200,346	25			

a. Dependent Variable: Kinerja karyawan

b. Predictors: (Constant), MODX3X4, Stres Kerja, Motivasi Kerja, MODX1X4, Kompensasi, MODX2X4

Tabel 4.22

Hasil Pengujian Hipotesis (Uji T).

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19,056	6,578		2,897	,009		
	Stres Kerja	-,455	,094	-,675	-4,848	,000	,885	1,130
	Motivasi Kerja	,230	,107	,287	2,152	,044	,968	1,033
	Kompensasi	,045	,052	,124	,879	,390	,867	1,154
	MODX1X4	-,292	,635	-,083	-,460	,651	,521	1,918
	MODX2X4	-,608	,883	-,137	-,689	,499	,435	2,301
	MODX3X4	-,104	,751	-,022	-,139	,891	,707	1,414

a. Dependent Variable: Kinerja karyawan