

**1. Uji Validitas**  
**A. Uji Validitas Kebutuhan Berprestasi**

Correlations

		bp1	bp2	bp3	bp4	totalbp
bp1	Pearson Correlation	1	-.010	.220	.175	.467**
	Sig. (2-tailed)		.944	.107	.201	.000
	N	55	55	55	55	55
bp2	Pearson Correlation	-.010	1	.241	.116	.671**
	Sig. (2-tailed)	.944		.076	.400	.000
	N	55	55	55	55	55
bp3	Pearson Correlation	.220	.241	1	.446**	.739**
	Sig. (2-tailed)	.107	.076		.001	.000
	N	55	55	55	55	55
bp4	Pearson Correlation	.175	.116	.446**	1	.608**
	Sig. (2-tailed)	.201	.400	.001		.000
	N	55	55	55	55	55
totalbp	Pearson Correlation	.467**	.671**	.739**	.608**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

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

**B. Uji Validitas Kebutuhan Berkuasa**

Correlations

		bk1	bk2	bk3	bk4	Totalbk
bk1	Pearson Correlation	1	.194	.335*	-.245	.509**
	Sig. (2-tailed)		.155	.013	.071	.000
	N	55	55	55	55	55
bk2	Pearson Correlation	.194	1	.604**	.099	.713**
	Sig. (2-tailed)	.155		.000	.471	.000
	N	55	55	55	55	55
bk3	Pearson Correlation	.335*	.604**	1	.130	.828**
	Sig. (2-tailed)	.013	.000		.344	.000
	N	55	55	55	55	55
bk4	Pearson Correlation	-.245	.099	.130	1	.439**
	Sig. (2-tailed)	.071	.471	.344		.001
	N	55	55	55	55	55
totalbk	Pearson Correlation	.509**	.713**	.828**	.439**	1
	Sig. (2-tailed)	.000	.000	.000	.001	
	N	55	55	55	55	55

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

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

### C. Uji Validitas Kebutuhan Berafiliasi

		Correlations					
		bf1	bf2	bf3	bf4	bf5	totalbf
bf1	Pearson Correlation	1	.621**	.387**	.419**	.386**	.725**
	Sig. (2-tailed)		.000	.004	.001	.004	.000
	N	55	55	55	55	55	55
bf2	Pearson Correlation	.621**	1	.664**	.498**	.564**	.856**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	55	55	55	55	55	55
bf3	Pearson Correlation	.387**	.664**	1	.632**	.487**	.808**
	Sig. (2-tailed)	.004	.000		.000	.000	.000
	N	55	55	55	55	55	55
bf4	Pearson Correlation	.419**	.498**	.632**	1	.347**	.776**
	Sig. (2-tailed)	.001	.000	.000		.009	.000
	N	55	55	55	55	55	55
bf5	Pearson Correlation	.386**	.564**	.487**	.347**	1	.704**
	Sig. (2-tailed)	.004	.000	.000	.009		.000
	N	55	55	55	55	55	55
totalbf	Pearson Correlation	.725**	.856**	.808**	.776**	.704**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55

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

### D. Uji Validitas Keadilan Kompensasi

		Correlations				
		kp1	kp2	kp3	kp4	totalkp
kp1	Pearson Correlation	1	.513**	.582**	.407**	.811**
	Sig. (2-tailed)		.000	.000	.002	.000
	N	55	55	55	55	55
kp2	Pearson Correlation	.513**	1	.515**	.449**	.778**
	Sig. (2-tailed)	.000		.000	.001	.000
	N	55	55	55	55	55
kp3	Pearson Correlation	.582**	.515**	1	.472**	.814**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	55	55	55	55	55
kp4	Pearson Correlation	.407**	.449**	.472**	1	.739**
	Sig. (2-tailed)	.002	.001	.000		.000
	N	55	55	55	55	55
totalkp	Pearson Correlation	.811**	.778**	.814**	.739**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

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



kinerja10	N	55	55	55	55	55	55	55	55	55	55	55
	Pearson Correlation	.123	.185	.418**	.542**	.244	.523**	.545**	.704**	.766**	1	.742**
	Sig. (2-tailed)	.369	.176	.001	.000	.073	.000	.000	.000	.000		.000
totalkinerja	N	55	55	55	55	55	55	55	55	55	55	55
	Pearson Correlation	.514**	.620**	.649**	.766**	.460**	.728**	.720**	.809**	.830**	.742**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	55	55	55	55	55	55	55	55	55	55	55

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

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

## 2. Uji Reliabilitas

### A. Uji Reliabilitas Kebutuhan Berprestasi

Reliability Statistics

Cronbach's Alpha	N of Items
.732	5

### B. Uji Reliabilitas Kebutuhan Berkuasa

Reliability Statistics

Cronbach's Alpha	N of Items
.729	5

### C. Uji Reliabilitas Kebutuhan Berafiliasi

Reliability Statistics

Cronbach's Alpha	N of Items
.798	6

### D. Uji Reliabilitas Keadilan Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.810	5

### E. Uji Reliabilitas Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.766	11

## 3. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

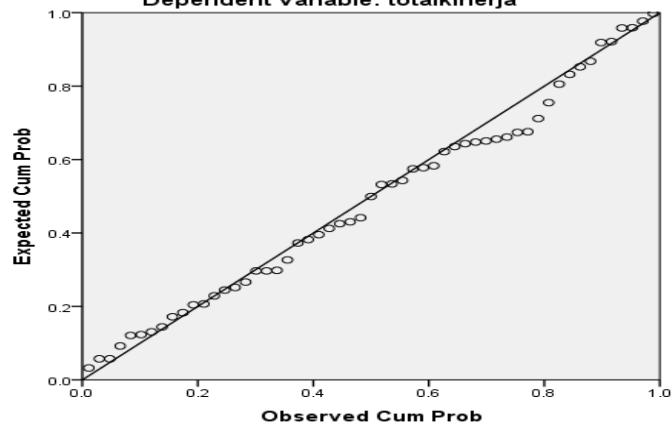
		Unstandardized Residual
N		55
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.18757679
Most Extreme Differences	Absolute	.100
	Positive	.100
	Negative	-.039
Kolmogorov-Smirnov Z		.740
Asymp. Sig. (2-tailed)		.644

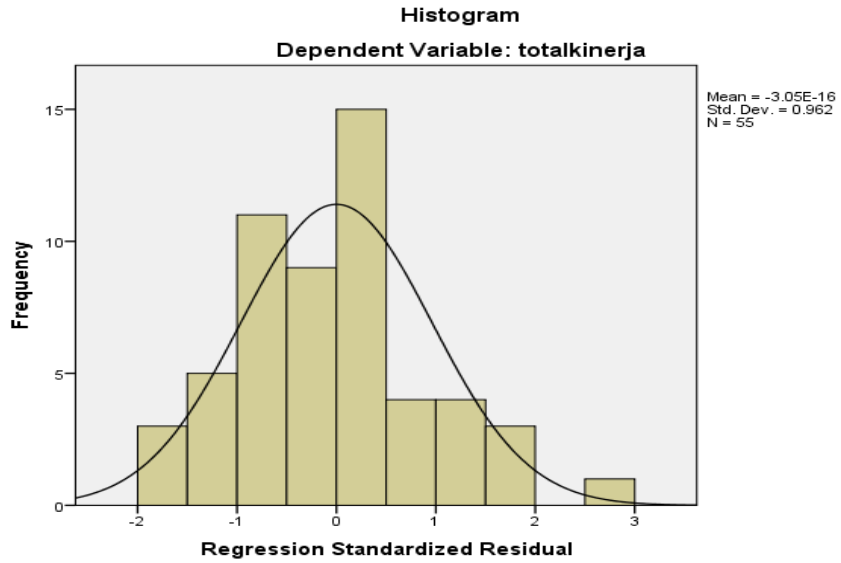
a. Test distribution is Normal.

b. Calculated from data.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: totalkinerja





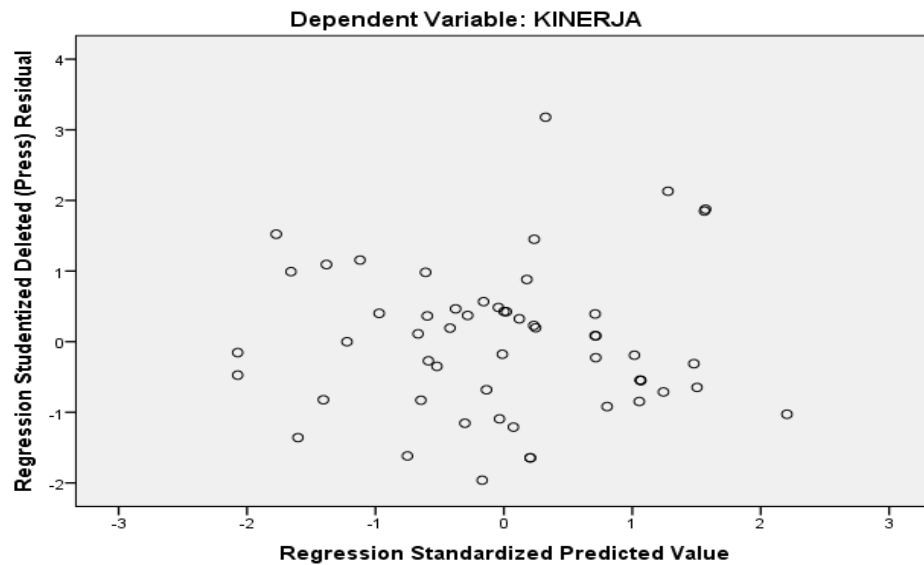
#### 4. Uji Multikolinearitas

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	KOMPENSASI	.862	1.161
	BERAFILIASI	.938	1.066
	BERKUASA	.880	1.137
	BERPRESTASI	.900	1.111

#### 5. Uji Heteroskedastisitas

**Scatterplot**



## 6. Uji Regresi Berganda

Coefficients <sup>a</sup>						
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
(Constant)	3.048	6.312		.483	.631	
1	totalbp	.905	.242	.408	3.733	.000
	totalbk	.367	.299	.136	1.229	.225
	totalbf	.131	.199	.070	.656	.515
	totalkp	.872	.266	.366	3.277	.002

a. Dependent Variable: totalkinerja

## 7. Koefisien Determinasi

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.680 <sup>a</sup>	.463	.420	3.313

a. Predictors: (Constant), totalkp, totalbf, totalbp, totalbk

b. Dependent Variable: totalkinerja

## 8. Uji F

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	472.307	4	118.077	10.760	.000 <sup>b</sup>
	Residual	548.675	50	10.973		
	Total	1020.982	54			

a. Dependent Variable: totalkinerja

b. Predictors: (Constant), totalkp, totalbf, totalbp, totalbk

## 9. Deskriptif Data

### A. Deskriptif Kebutuhan Berprestasi

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
bp1	55	2	5	3.64	.649
bp2	55	2	5	3.98	1.063
bp3	55	2	5	3.80	.779
bp4	55	3	5	4.04	.607
totalbp	55	12	19	15.45	1.961
Valid N (listwise)	55				

## B. Deskriptif Kebutuhan Berkuasa

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
bk1	55	2	5	3.45	.662
bk2	55	3	5	3.85	.524
bk3	55	2	5	3.75	.700
bk4	55	1	5	4.25	.726
totalbk	55	12	19	15.31	1.609
Valid N (listwise)	55				

## C. Deskriptif Kebutuhan Berafiliasi

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
bf1	55	3	5	4.38	.593
bf2	55	3	5	4.29	.599
bf3	55	3	5	4.13	.511
bf4	55	1	5	4.00	.745
bf5	55	3	5	4.47	.573
totalbf	55	15	25	21.27	2.337
Valid N (listwise)	55				

## D. Deskriptif Keadilan Kompensasi

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
kp1	55	1	5	3.82	.641
kp2	55	2	5	3.76	.543
kp3	55	2	5	3.73	.560
kp4	55	2	5	3.82	.580
totalkp	55	7	18	15.13	1.826
Valid N (listwise)	55				



## E. Deskriptif Kinerja

### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
k1	55	3	5	3.96	.508
k2	55	2	5	3.64	.704
k3	55	1	5	3.75	.700
k4	55	2	5	3.58	.629
k5	55	2	5	3.93	.634
k6	55	2	5	3.85	.591
k7	55	3	5	3.85	.621
k8	55	3	5	3.93	.634
k9	55	3	5	4.05	.678
k10	55	3	5	4.07	.634
totalkinerja	55	30	49	38.62	4.348
Valid N (listwise)	55				