

Uji Validitas Keadilan Distributif Kompensasi

Correlations

		X1.1	X1.2	X1.3	X1.4	Total
X1.1	Pearson Correlation	1	.408**	.625**	.599**	.803**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	78	78	78	78	78
X1.2	Pearson Correlation	.408**	1	.450**	.527**	.768**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	78	78	78	78	78
X1.3	Pearson Correlation	.625**	.450**	1	.549**	.813**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	78	78	78	78	78
X1.4	Pearson Correlation	.599**	.527**	.549**	1	.825**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	78	78	78	78	78
Total	Pearson Correlation	.803**	.768**	.813**	.825**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	78	78	78	78	78

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

Uji Reliabilitas Kebutuhan Distributif Kompensasi Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.810	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	7.2949	5.094	.655	.751
X1.2	7.2308	4.751	.542	.811
X1.3	7.4231	4.819	.652	.749
X1.4	7.3590	4.908	.684	.736

Uji Validitas Kinerja

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Totalll
Y1	Pearson Correlation	1	.263*	.507**	.161	.348**	.387**	.428**	.402**	.674**
	Sig. (2-tailed)		.020	.000	.159	.002	.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78
Y2	Pearson Correlation	.263*	1	.306**	.218	.420**	.236*	.317**	.296**	.571**
	Sig. (2-tailed)	.020		.006	.055	.000	.038	.005	.008	.000
	N	78	78	78	78	78	78	78	78	78
Y3	Pearson Correlation	.507**	.306**	1	.391**	.457**	.446**	.418**	.351**	.761**
	Sig. (2-tailed)	.000	.006		.000	.000	.000	.000	.002	.000
	N	78	78	78	78	78	78	78	78	78
Y4	Pearson Correlation	.161	.218	.391**	1	.171	.226*	.161	.108	.507**
	Sig. (2-tailed)	.159	.055	.000		.135	.046	.159	.347	.000
	N	78	78	78	78	78	78	78	78	78
Y5	Pearson Correlation	.348**	.420**	.457**	.171	1	.452**	.504**	.405**	.691**
	Sig. (2-tailed)	.002	.000	.000	.135		.000	.000	.000	.000
	N	78	78	78	78	78	78	78	78	78
Y6	Pearson Correlation	.387**	.236*	.446**	.226*	.452**	1	.564**	.377**	.701**
	Sig. (2-tailed)	.000	.038	.000	.046	.000		.000	.001	.000
	N	78	78	78	78	78	78	78	78	78
Y7	Pearson Correlation	.428**	.317**	.418**	.161	.504**	.564**	1	.396**	.715**
	Sig. (2-tailed)	.000	.005	.000	.159	.000	.000		.000	.000
	N	78	78	78	78	78	78	78	78	78
Y8	Pearson Correlation	.402**	.296**	.351**	.108	.405**	.377**	.396**	1	.606**
	Sig. (2-tailed)	.000	.008	.002	.347	.000	.001	.000		.000
	N	78	78	78	78	78	78	78	78	78
Totalll	Pearson Correlation	.674**	.571**	.761**	.507**	.691**	.701**	.715**	.606**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78	78	78	78

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

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

Uji Reliabilitas Kinerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.802	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1	27.4231	11.858	.537	.776
Y2	27.6410	12.779	.429	.791
Y3	27.8077	11.066	.641	.757
Y4	28.3205	12.662	.305	.818
Y5	27.4872	12.461	.593	.771
Y6	27.7308	11.914	.582	.769
Y7	27.5385	11.758	.598	.766
Y8	27.2692	12.901	.492	.783

Uji Validitas Indikator Kebutuhan akan Prestasi

Correlations

		X2.1	X2.2	X2.3	X2.4	Total1
X2.1	Pearson Correlation	1	.541**	.676**	.459**	.830**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	78	78	78	78	78
X2.2	Pearson Correlation	.541**	1	.627**	.336**	.841**
	Sig. (2-tailed)	.000		.000	.003	.000
	N	78	78	78	78	78
X2.3	Pearson Correlation	.676**	.627**	1	.400**	.862**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	78	78	78	78	78
X2.4	Pearson Correlation	.459**	.336**	.400**	1	.625**
	Sig. (2-tailed)	.000	.003	.000		.000
	N	78	78	78	78	78
Total1	Pearson Correlation	.830**	.841**	.862**	.625**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	78	78	78	78	78

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

Uji Validitas Indikator Kebutuhan akan afiliasi

Correlations

		X2.5	X2.6	X2.7	X2.8	X2.9	Total2
X2.5	Pearson Correlation	1	.550**	.630**	.432**	.555**	.775**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	78	78	78	78	78	78
X2.6	Pearson Correlation	.550**	1	.635**	.615**	.485**	.829**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	78	78	78	78	78	78
X2.7	Pearson Correlation	.630**	.635**	1	.508**	.563**	.833**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	78	78	78	78	78	78
X2.8	Pearson Correlation	.432**	.615**	.508**	1	.540**	.790**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	78	78	78	78	78	78
X2.9	Pearson Correlation	.555**	.485**	.563**	.540**	1	.776**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	78	78	78	78	78	78
Total2	Pearson Correlation	.775**	.829**	.833**	.790**	.776**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78

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

Uji Validitas Kebutuhan akan Kekuasaan

Correlations

		X2.10	X2.11	X2.12	X2.13	X2.14	Total3
X2.10	Pearson Correlation	1	.284*	.277*	.353**	.483**	.681**
	Sig. (2-tailed)		.012	.014	.002	.000	.000
	N	78	78	78	78	78	78
X2.11	Pearson Correlation	.284*	1	.682**	.589**	.496**	.757**
	Sig. (2-tailed)	.012		.000	.000	.000	.000
	N	78	78	78	78	78	78
X2.12	Pearson Correlation	.277*	.682**	1	.524**	.497**	.719**
	Sig. (2-tailed)	.014	.000		.000	.000	.000
	N	78	78	78	78	78	78
X2.13	Pearson Correlation	.353**	.589**	.524**	1	.743**	.829**
	Sig. (2-tailed)	.002	.000	.000		.000	.000
	N	78	78	78	78	78	78
X2.14	Pearson Correlation	.483**	.496**	.497**	.743**	1	.851**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	78	78	78	78	78	78
Total3	Pearson Correlation	.681**	.757**	.719**	.829**	.851**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	78	78	78	78	78	78

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

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

Uji Reliabilitas Kebutuhan Akan Berprestasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.795	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	11.7436	5.388	.696	.706
X2.2	11.6923	4.294	.625	.759
X2.3	11.7179	4.906	.730	.680
X2.4	11.0769	6.851	.454	.813

Uji Reliabilitas Kebutuhan Akan Afiliasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.858	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.5	18.7051	2.600	.659	.834
X2.6	18.8077	2.339	.712	.818
X2.7	18.8590	2.356	.722	.816
X2.8	18.8333	2.348	.640	.840
X2.9	18.6923	2.553	.652	.834

Uji Reliabilitas Kebutuhan Akan Kekuasaan

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	78	100.0
	Excluded ^a	0	.0
	Total	78	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.810	5

Item - Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.10	15.1154	5.610	.431	.843
X2.11	14.1795	5.889	.618	.769
X2.12	14.1410	6.564	.610	.783
X2.13	14.4231	5.416	.712	.738
X2.14	14.6026	5.074	.733	.728

Analisis Diskritif

Statistics

		Keadilan Distributif kompensasi	Motivasi	Kinerja
N	Valid	78	78	78
	Missing	0	0	0
Mean		9,8333	57,0000	31,6026
Std. Error of Mean		,32306	,67049	,44525
Median		10,0000	57,0000	31,0000
Mode		10,00	58,00	31,00
Std. Deviation		2,85319	5,92157	3,93235
Variance		8,141	35,065	15,463
Range		13,00	28,00	15,00
Minimum		4,00	42,00	25,00
Maximum		17,00	70,00	40,00
Sum		767,00	4446,00	2465,00

Keadilan Distributif kompensasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Rendah	15	19,2	19,2	19,2
	Rendah	22	28,2	28,2	47,4
	Sedang	30	38,5	38,5	85,9
	Tinggi	3	3,8	3,8	89,7
	Sangat Tinggi	8	10,3	10,3	100,0
	Total	78	100,0	100,0	

Motivasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sedang	1	1,3	1,3	1,3
	Tinggi	28	35,9	35,9	37,2
	Sangat Tinggi	49	62,8	62,8	100,0
	Total	78	100,0	100,0	

Kinerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sedang	5	6,4	6,4	6,4
	Tinggi	36	46,2	46,2	52,6
	Sangat Tinggi	37	47,4	47,4	100,0
	Total	78	100,0	100,0	

Uji Hipotesis dan Analisis Data

Descriptive Statistics

	Mean	Std. Deviation	N
Kinerja	31.6026	3.93235	78
Keadilan distributif kompensasi	9.8333	2.85319	78
Kebutuhan Akan Berprestasi (X2.1)	15.4103	2.98671	78
Kebutuhan Akan Afiliasi (X2.2)	23.4744	1.91863	78
Kebutuhan Akan Kekuasaan(X2.3)	18.1154	2.91873	78

Correlations

		Kinerja	Keadilan distributif kompensasi	Kebutuhan Akan Berprestasi (X2.1)	Kebutuhan Akan Afiliasi (X2.2)	Kebutuhan Akan Kekuasaan(X2.3)
Pearson Correlation	Kinerja	1.000	-.269	.568	.239	.476
	Keadilan distributif kompensasi	-.269	1.000	-.137	.010	-.243
	Kebutuhan Akan Berprestasi (X2.1)	.568	-.137	1.000	.272	.376
	Kebutuhan Akan Afiliasi (X2.2)	.239	.010	.272	1.000	.382
	Kebutuhan Akan Kekuasaan(X2.3)	.476	-.243	.376	.382	1.000
Sig. (1-tailed)	Kinerja	.	.009	.000	.018	.000
	Keadilan distributif kompensasi	.009	.	.116	.466	.016
	Kebutuhan Akan Berprestasi (X2.1)	.000	.116	.	.008	.000
	Kebutuhan Akan Afiliasi (X2.2)	.018	.466	.008	.	.000
	Kebutuhan Akan Kekuasaan(X2.3)	.000	.016	.000	.000	.
N	Kinerja	78	78	78	78	78
	Keadilan distributif kompensasi	78	78	78	78	78
	Kebutuhan Akan Berprestasi (X2.1)	78	78	78	78	78
	Kebutuhan Akan Afiliasi (X2.2)	78	78	78	78	78
	Kebutuhan Akan Kekuasaan(X2.3)	78	78	78	78	78

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kebutuhan Akan Kekuasaan(X2.3), Keadilan distributif kompensasi, Kebutuhan Akan Berprestasi (X2.1), Kebutuhan Akan Afiliasi (X2.2) ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.650 ^a	.422	.390	3.07080	.422	13.317	4	73	.000

a. Predictors: (Constant), Kebutuhan Akan Kekuasaan(X2.3), Keadilan distributif kompensasi, Kebutuhan Akan Berprestasi (X2.1), Kebutuhan Akan Afiliasi (X2.2)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	502.304	4	125.576	13.317	.000 ^a
	Residual	688.376	73	9.430		
	Total	1190.679	77			

a. Predictors: (Constant), Kebutuhan Akan Kekuasaan(X2.3), Keadilan distributif kompensasi, Kebutuhan Akan Berprestasi (X2.1), Kebutuhan Akan Afiliasi (X2.2)

b. Dependent Variable: Kinerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			
	B	Std. Error	Beta			Zero-order	Partial	Part	
1	(Constant)	17.176	4.586		3.745	.000			
	Keadilan distributif kompensasi	-.198	.128	-.143	-1.549	.126	-.269	-.178	-.138
	Kebutuhan Akan Berprestasi (X2.1)	.583	.128	.443	4.550	.000	.568	.470	.405
	Kebutuhan Akan Afiliasi (X2.2)	.036	.201	.018	.179	.859	.239	.021	.016
	Kebutuhan Akan Kekuasaan(X2.3)	.361	.140	.268	2.574	.012	.476	.288	.229

a. Dependent Variable: Kinerja