

# LAMPIRAN













	Sig. (2-tailed)	,000	,000	,000	,000	,000	,005	,001	,001	,000	,000	,003	,010	,004	,000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55	55
kin10	Pearson Correlation	,479**	,454**	,595*	,458**	,618**	,588*	,615*	,571**	,684*	,515*	,422*	,481*	,771*	
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,001	,000	,000	,000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55	55
kin11	Pearson Correlation	,507**	,534**	,609*	,257	,558**	,524*	,379*	,863**	,388*	,515**	,596*	,597*	,765*	
	Sig. (2-tailed)	,000	,000	,000	,058	,000	,000	,004	,000	,003	,000	,000	,000	,000	,000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55	55
kin12	Pearson Correlation	,511**	,505**	,454*	,455**	,585**	,564*	,577*	,524**	,344*	,422**	,596*	,823*	,737*	
	Sig. (2-tailed)	,000	,000	,001	,000	,000	,000	,000	,000	,010	,001	,000	,000	,000	,000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55	55
kin13	Pearson Correlation	,388**	,445**	,459*	,236	,488**	,440*	,424*	,471**	,386*	,481**	,597*	,823*	,666*	
	Sig. (2-tailed)	,003	,001	,000	,083	,000	,001	,001	,000	,004	,000	,000	,000	,000	,000
	N	55	55	55	55	55	55	55	55	55	55	55	55	55	55
jumlah	Pearson Correlation	,753**	,768**	,783*	,674**	,831**	,780*	,734*	,793**	,676*	,771**	,765*	,737*	,666*	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	55	55	55	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).



### Lampiran 3. Uji Reliabilitas

#### 1. Kompensasi

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,733	,834	10

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Kom1	31,60	40,281	,437	,852
Kom2	31,53	37,995	,488	,847
Kom3	31,89	29,988	,702	,796
Kom4	30,98	40,166	,545	,841
Kom5	31,16	36,621	,377	,829
Kom6	32,16	29,362	,794	,785
Kom7	32,15	30,719	,745	,792
Kom8	31,84	32,843	,631	,806
Kom9	31,85	32,053	,679	,801
Kom10	32,13	29,854	,729	,793

#### 2. Kepuasan Kerja

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,832	,839	13

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Kk1	47,29	16,729	,377	,832
Kk2	47,07	17,809	,374	,827
Kk3	47,00	17,000	,449	,822
Kk4	46,84	16,880	,565	,814
Kk5	46,95	17,275	,463	,821
Kk6	47,16	16,732	,469	,821
Kk7	47,11	17,432	,471	,821
Kk8	47,05	16,127	,619	,808
Kk9	47,11	18,136	,308	,831
Kk10	47,11	16,988	,500	,818
Kk11	46,95	17,571	,469	,821
Kk12	46,80	17,422	,590	,815
Kk13	46,91	16,640	,654	,808

**3. Kinerja**

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,930	,935	13

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Kin1	48,80	22,496	,714	,924
Kin2	48,96	21,591	,718	,923
Kin3	48,93	21,291	,732	,922
Kin4	49,04	21,443	,592	,929
Kin5	48,89	22,136	,802	,921
Kin6	48,80	22,089	,740	,923
Kin7	48,75	22,601	,692	,925



### 3. Kinerja

		Statistics													
		kin1	kin2	kin3	kin4	kin5	kin6	kin7	kin8	kin9	kin1 0	kin1 1	kin1 2	kin1 3	
N	Valid	55	55	55	55	55	55	55	55	55	55	55	55	55	
	Missing	0	0	0	0	0	0	0	0	0	0	0	0	0	
Mean		4,16	4,00	4,04	3,93	4,07	4,16	4,21	3,96	3,95	4,15	3,96	4,15	4,22	
Median		4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	4,00	
Minimum		3	3	3	1	3	3	4	2	3	3	2	3	3	
Maximum		5	5	5	5	5	5	5	5	5	5	5	5	5	

### 4. Distribusi Jumlah Kuisioner

Keterangan	Jumlah	Presentase (%)
Kuisioner Disebar	58	
Kuisioner Kembali	55	94,8%
Kuisioner Yang dihilangkan	-	-
Kuisioner Yang diolah	55	94,8%

### 5. Distribusi Frekuensi Jenis Kelamin dan Usia Responden

		JenisKelamin			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	32	58,2	58,2	58,2
	Perempuan	23	41,8	41,8	100,0
Total		55	100,0	100,0	

		Umur			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-29	19	34,5	34,5	34,5
	30-40	13	23,6	23,6	58,2
	>41	23	41,8	41,8	100,0
Total		55	100,0	100,0	

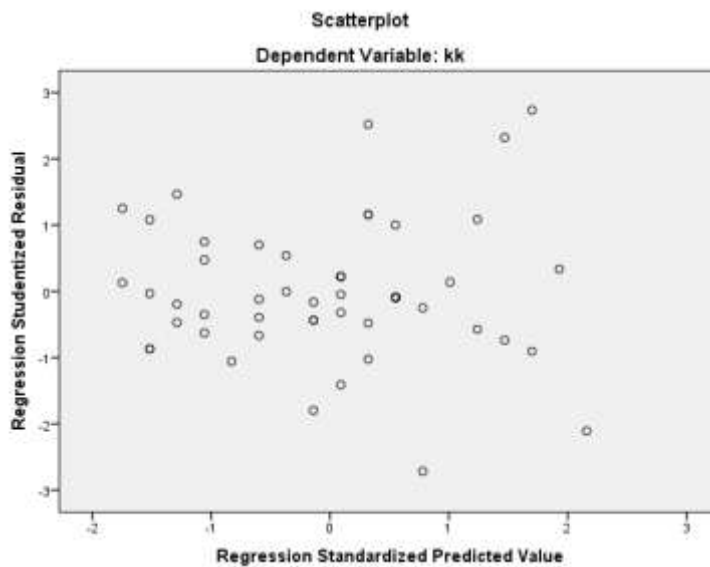
## Lampiran 5. Hasil Uji Asumsi Klasik

### Tahap 1

#### 1. Uji Heteroskedastisitas

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2,630	2,978		-,883	,381
	kom	,139	,079	,236	1,767	,183

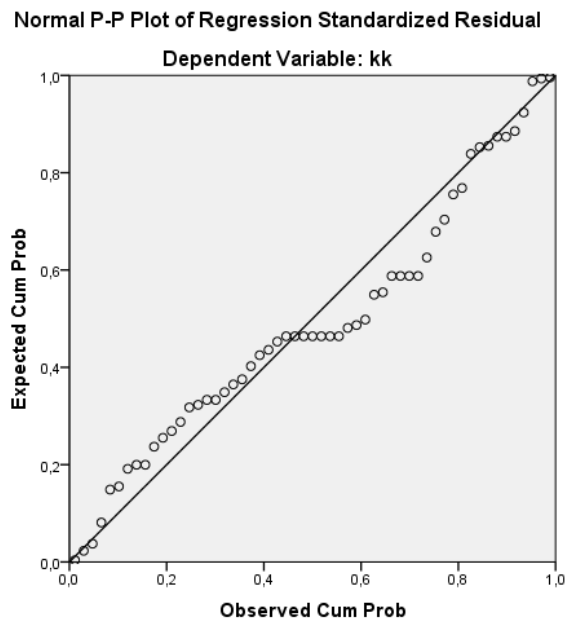
a. Dependent Variable: AbsUt



#### 2. Uji Normalitas

		Unstandardized Residual
N		55
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	3,82013475
Most Extreme Differences	Absolute	,098
	Positive	,098
	Negative	-,067
Test Statistic		,098
Asymp. Sig. (2-tailed)		,200

a. Test distribution is Normal.



## Uji Asumsi Klasik Tahap 2

### 1. Uji Multikolonieritas

Coefficients<sup>a</sup>

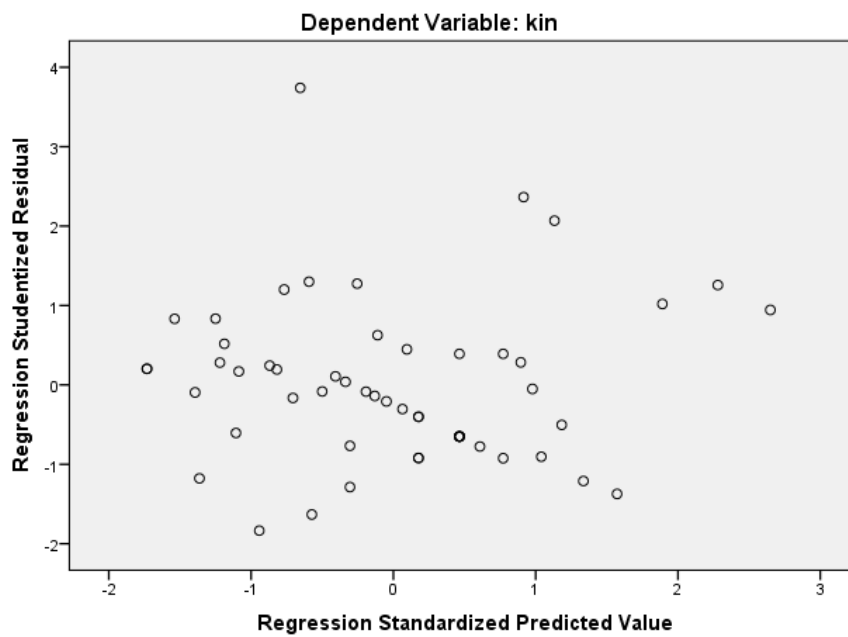
Model		Unstandardized Coefficients		Standardize	t	Sig.	Collinearity Statistics	
		B	Std. Error	d			Tolerance	VIF
				Coefficients				
Beta								
1	(Constant)	16,105	6,240		2,581	,013		
	Kom	,475	,148	,409	3,218	,002	,679	1,472
	Kk	,373	,144	,329	2,583	,013	,679	1,472

## 2. Uji Heteroskedastisitas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-1.721	3.385		-.508	.613
	Kom	.009	.051	.026	.181	.857
	Kk	.083	.068	.174	1.216	.230

Scatterplot

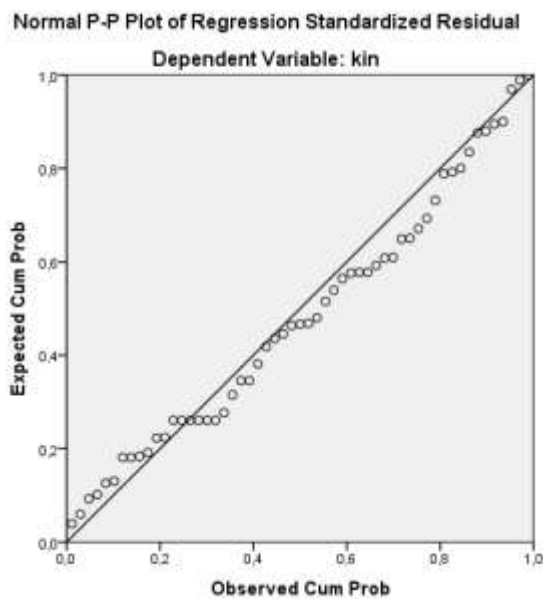


### 3. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		55
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	3.82022960
Most Extreme Differences	Absolute	.112
	Positive	.112
	Negative	-.075
Kolmogorov-Smirnov Z		.831
Asymp. Sig. (2-tailed)		.494

a. Test distribution is Normal.



### Lampiran 6. Hasil Uji t Statistik (Parsial) dan Sobel Test

#### 1. Pengaruh Kompensasi Terhadap Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.566 <sup>a</sup>	.321	.308	3,705

a. Predictors: (Constant), kom



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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29,162	4,383		6,653	,000
	kom	,579	,116	,566	5,002	,000

a. Dependent Variable: kk

## 2. Pengaruh Kompensasi Terhadap Kinerja Karyawan dan Kepuasan Kerja Terhadap Kinerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,654 <sup>a</sup>	,428	,406	3,893

a. Predictors: (Constant), kk, kom

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,105	6,240		2,581	,013
	kom	,475	,148	,169	3,218	,002
	kk	,373	,144	,329	2,583	,013

a. Dependent Variable: kin