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2. Tabulasi Data

No	X	Y1. 1	Y1. 2	Y1. 3	Y1. 4	Y1. 5	Y2. 1	Y2. 2	Y3. 1	Y3. 2	Y3. 3	Y3. 4	Y3. 5
1	3	3	3	3	4	3	3	3	3	3	3	3	3
2	3	3	3	3	2	3	3	3	3	3	3	3	3
3	2	2	3	3	4	3	3	2	3	3	3	3	3
4	5	5	5	5	5	5	5	3	5	5	5	5	5
5	5	5	5	5	5	5	5	3	5	5	5	5	5
6	4	5	5	5	5	5	5	3	5	5	5	5	5
7	5	5	5	5	5	5	5	5	5	5	5	5	5
8	5	5	5	5	5	5	5	5	5	5	5	5	5
9	5	5	5	5	5	5	5	5	5	5	5	5	5
10	5	5	5	5	5	5	5	5	5	5	5	5	5
11	5	5	5	5	5	5	5	5	5	5	5	5	5
12	5	5	5	5	5	5	5	5	5	5	5	5	5
13	5	5	5	5	5	5	5	5	5	5	5	5	5
14	5	5	5	5	5	5	5	5	5	5	5	5	5
15	5	5	5	5	5	5	5	5	5	5	5	5	5
16	5	5	5	5	5	5	5	5	5	5	5	5	5
17	5	5	5	5	5	5	5	4	5	5	5	5	5
18	5	5	5	4	3	4	5	4	5	5	5	5	5
19	5	5	5	5	5	5	5	4	5	5	5	5	5
20	5	5	5	5	5	5	5	4	5	5	5	5	5
21	5	5	5	5	4	5	5	4	5	5	5	5	5
22	5	2	4	4	4	4	5	4	5	5	5	5	5
23	4	4	5	4	4	4	4	4	5	5	5	5	5
24	4	4	5	5	4	5	5	4	5	5	5	5	5
25	5	4	4	4	4	4	4	4	5	5	5	5	5
26	5	5	5	5	5	5	5	5	4	5	5	5	5

No	X	Y1. 1	Y1. 2	Y1. 3	Y1. 4	Y1. 5	Y2. 1	Y2. 2	Y3. 1	Y3. 2	Y3. 3	Y3. 4	Y3. 5
27	5	5	5	5	5	5	5	5	4	5	5	5	5
28	5	5	5	5	5	5	5	5	4	5	5	5	5
29	5	4	5	5	5	5	5	4	4	4	5	5	5
30	5	5	4	5	4	5	5	5	5	4	5	4	5
31	5	4	5	5	4	5	5	4	5	4	4	4	5
32	4	4	5	5	5	5	5	2	5	4	4	4	5
33	5	4	5	5	5	5	5	4	4	4	4	5	4
34	4	4	4	4	5	4	4	4	4	4	3	4	4
35	4	4	5	4	4	4	5	4	4	3	4	4	4
36	4	5	5	5	4	5	5	4	4	5	4	4	4
37	4	4	5	4	4	4	5	4	5	4	4	4	4
38	4	4	5	5	5	5	5	3	4	4	4	4	4
39	4	4	4	4	3	4	5	3	4	4	4	4	4
40	4	4	4	4	4	4	4	3	4	4	4	4	4
41	4	4	5	5	5	5	5	5	4	4	4	4	4
42	5	4	4	4	5	4	4	4	4	4	4	4	4
43	4	4	4	4	4	4	5	4	4	4	4	4	4
44	4	4	4	4	4	4	4	4	4	4	4	4	4
45	4	4	4	4	4	4	4	4	4	4	4	4	4
46	4	4	4	4	4	4	4	4	4	4	4	4	4
47	4	4	4	4	4	4	4	4	4	4	4	4	4
48	4	4	4	4	4	4	4	4	4	4	4	4	4
49	4	4	4	4	4	4	4	4	4	4	4	4	4
50	5	4	4	4	5	4	5	4	4	4	4	4	4
51	5	5	5	5	5	5	5	4	4	4	4	4	4
52	5	5	5	5	5	5	5	4	4	4	4	4	4
53	4	4	5	5	5	5	5	4	4	4	4	4	4
54	4	4	4	4	4	4	5	4	4	4	4	4	4

No	X	Y1. 1	Y1. 2	Y1. 3	Y1. 4	Y1. 5	Y2. 1	Y2. 2	Y3. 1	Y3. 2	Y3. 3	Y3. 4	Y3. 5
55	4	4	4	4	4	4	4	4	4	4	4	4	4
56	4	4	4	4	4	4	4	4	4	4	4	4	4
57	4	4	4	4	3	4	4	4	4	4	4	4	4
58	5	5	5	5	5	5	5	4	4	4	4	4	4
59	5	4	4	4	5	4	5	4	4	4	4	4	4
60	5	4	5	4	4	4	5	4	4	4	4	4	4
61	4	4	4	4	4	4	5	4	4	4	4	4	4
62	4	4	4	4	4	4	5	4	4	4	4	4	4
63	4	4	4	4	4	4	4	4	4	4	4	4	4
64	4	4	4	4	4	4	4	4	4	4	4	4	4
65	4	4	4	4	4	4	4	4	4	4	4	4	4
66	4	4	4	4	4	4	4	4	4	4	4	4	4
67	4	4	4	4	4	4	4	4	4	4	4	4	4
68	5	4	4	4	2	4	4	4	4	4	4	4	4
69	5	4	2	2	2	2	4	2	4	4	4	2	4
70	5	2	4	4	4	4	5	4	5	5	5	5	5
71	4	4	5	4	4	4	4	4	5	5	5	5	5
72	4	4	5	5	4	5	5	4	5	5	5	5	5
73	5	4	4	4	4	4	4	4	5	5	5	5	5
74	5	5	5	5	5	5	5	5	4	5	5	5	5
75	5	5	5	5	5	5	5	5	4	5	5	5	5
76	5	5	5	5	5	5	5	5	4	5	5	5	5
77	5	4	5	5	5	5	5	4	4	4	5	5	5
78	5	5	4	5	4	5	5	5	5	4	5	4	5
79	5	4	5	5	4	5	5	4	5	4	4	4	5
80	4	4	5	5	5	5	5	2	5	4	4	4	5
81	5	4	5	5	5	5	5	4	4	4	4	5	4
82	4	4	4	4	5	4	4	4	4	4	3	4	4

3. Uji Validitas

X

		X	Total X
X	Pearson Correlation	1	1.000**
	Sig. (2-tailed)		.000
	N	82	82
Total X	Pearson Correlation	1.000**	1
	Sig. (2-tailed)	.000	
	N	82	82

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

Y1

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Total Y1
Y1.1	Pearson Correlation	1	.597**	.658**	.443**	.658**	.765**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	82	82	82	82	82	82
Y1.2	Pearson Correlation	.597**	1	.880**	.642**	.880**	.904**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	82	82	82	82	82	82
Y1.3	Pearson Correlation	.658**	.880**	1	.710**	1.000**	.962**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	82	82	82	82	82	82
Y1.4	Pearson Correlation	.443**	.642**	.710**	1	.710**	.806**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	82	82	82	82	82	82
Y1.5	Pearson Correlation	.658**	.880**	1.000**	.710**	1	.962**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	82	82	82	82	82	82
Total Y1	Pearson Correlation	.765**	.904**	.962**	.806**	.962**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	82	82	82	82	82	82

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

Y2

		Y2.1	Y2.2	Total Y2
Y2.1	Pearson Correlation	1	.369**	.773**
	Sig. (2-tailed)		.001	.000
	N	82	82	82
Y2.2	Pearson Correlation	.369**	1	.875**
	Sig. (2-tailed)	.001		.000
	N	82	82	82
Total Y2	Pearson Correlation	.773**	.875**	1
	Sig. (2-tailed)	.000	.000	
	N	82	82	82

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

Y3

		Y3.1	Y3.2	Y3.3	Y3.4	Y3.5	Total Y3
Y3.1	Pearson Correlation	1	.711**	.726**	.631**	.837**	.849**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	82	82	82	82	82	82

		Y3.1	Y3.2	Y3.3	Y3.4	Y3.5	Total Y3
Y3.2	Pearson Correlation	.711**	1	.859**	.831**	.826**	.925**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	82	82	82	82	82	82
Y3.3	Pearson Correlation	.726**	.859**	1	.835**	.901**	.946**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	82	82	82	82	82	82
Y3.4	Pearson Correlation	.631**	.831**	.835**	1	.802**	.901**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	82	82	82	82	82	82
Y3.5	Pearson Correlation	.837**	.826**	.901**	.802**	1	.953**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	82	82	82	82	82	82
Total Y3	Pearson Correlation	.849**	.925**	.946**	.901**	.953**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	82	82	82	82	82	82

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

4. Uji Reliabilitas

X

Reliability Statistics

Cronbach's Alpha	N of Items
1.000	2

Y2

Reliability Statistics

Cronbach's Alpha	N of Items
.666	2

Y1

Reliability Statistics

Cronbach's Alpha	N of Items
.923	5

Y3

Reliability Statistics

Cronbach's Alpha	N of Items
.951	5

5. Uji Hipotesis

H1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.034	1.973		5.086	.000
	Total X	2.674	.436	.566	6.139	.000

a. Dependent Variable: Total Y1

**H2
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.346	.643		5.202	.000
	Total X	1.186	.142	.683	8.354	.000

a. Dependent Variable: Total Y2

**H3
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.984	1.656		5.426	.000
	Total X	2.884	.366	.661	7.889	.000

a. Dependent Variable: Total Y3

**H4
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.521	1.723		4.944	.000
	Total Y1	.608	.078	.659	7.845	.000

a. Dependent Variable: Total Y3

H5
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	8.087	1.890		4.279	.000
Total Y2	1.596	.216	.636	7.378	.000

a. Dependent Variable: Total Y3

H6
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.099	2.061		2.475	.015
Total X	1.090	.519	.231	2.102	.039
Total Y3	.549	.119	.507	4.618	.000

a. Dependent Variable: Total Y1

H7
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.169	.713		3.044	.003
Total X	.809	.179	.465	4.507	.000
Total Y3	.131	.041	.329	3.184	.002

a. Dependent Variable: Total Y2

INDIKATOR SHIFT KERJA (VARIABEL X)**PT. PRIMA ALAM GEMILANG**

NO	INDIKATOR	JUMLAH RESPONDEN	NILAI	HASIL	KET
1	SANGAT SETUJU	44	5	220	
2	SETUJU	35	4	140	
3	RAGU-RAGU	2	3	6	
4	TIDAK SETUJU	1	2	2	
5	SANGAT TIDAK SETUJU	0	1	0	
	TOTAL	82		368	
	RATA-RATA			4,49	

INDIKATOR MOTIVASI (VARIABEL Y1)**PT. PRIMA ALAM GEMILANG**

NO	INDIKATOR	JUMLAH RESPONDEN	NILAI	HASIL	KET
1	SANGAT SETUJU	46	5	230	
2	SETUJU	32	4	128	
3	RAGU-RAGU	3	3	9	
4	TIDAK SETUJU	1	2	2	
5	SANGAT TIDAK SETUJU	0	1	0	
	TOTAL	82		369	
	RATA-RATA			4,50	

INDIKATOR KOMPENSASI (VARIABEL Y2)**PT. PRIMA ALAM GEMILANG**

NO	INDIKATOR	JUMLAH RESPONDEN	NILAI	HASIL	KET
1	SANGAT SETUJU	55	5	275	
2	SETUJU	24	4	96	
3	RAGU-RAGU	3	3	9	
4	TIDAK SETUJU	0	2	0	
5	SANGAT TIDAK SETUJU	0	1	0	
	TOTAL	82		380	
	RATA-RATA			4,63	

INDIKATOR KINERJA KARYAWAN (VARIABEL Y3)**PT. PRIMA ALAM GEMILANG**

NO	INDIKATOR	JUMLAH RESPONDEN	NILAI	HASIL	KET
1	SANGAT SETUJU	40	5	200	
2	SETUJU	39	4	156	
3	RAGU-RAGU	3	3	9	
4	TIDAK SETUJU	0	2	0	
5	SANGAT TIDAK SETUJU	0	1	0	
	TOTAL	82		365	
	RATA-RATA			4,45	