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## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### KUESIONER PENELITIAN

##### IDENTITAS RESPONDEN

1. Nama :
2. Jenis Kelamin :  L  P
3. Usia :  20-30  30 – 40  40 – 50  50 keatas
4. Tingkat Pendidikan :  SD  SMP  SMA  S1  S2  S3
5. Jabatan :

##### PETUNJUK PENGISIAN ANGKET

1. Bacalah sejumlah pernyataan dibawah ini dengan teliti
2. Anda dimohon untuk memberikan penilaian mengenai pengaruh kompensasi dan motivasi kerja terhadap kinerja pegawai kantor BPSDM PEMPROV SULAWESI SELATAN pada penulisan skripsi ini
3. Anda dimohon untuk memberikan jawaban dengan keadaan anda secara objektif dengan memberikan tanda centang pada salah satu kriteria untk setiap pernyataan yang menurut anda paling tepat
4. Skor yang diberikan tidak mengandung nilai jawaban benar-salah melainkan menunjukkan kesesuaian penilaian anda terhadap isi setiap pernyataan
5. Pilihan jawaban yang tersedia adalah:

- STS : Sangat tidak setuju
- TS : tidak setuju
- KS : Kurang setuju
- S : Setuju
- SS : Sangat setuju

6. Dimohon dalam memberikan penilaian tidak ada pernyataan yang terlewatkan
7. Hasil penelitian ini hanya untuk kepentingan akademik saja, identitas dari anda akan dirahasiakan dan hanya diketahui oleh peneliti saja. Hasil penelitian ini tidak akan ada pengaruhnya terhadap status anda sebagai pegawai.

**Petunjuk pengisian kuesioner:**

- 1) Tandai di kolom **S** jika anda **setuju**
- 2) Tandai dikolom **SS** jika anda **sangat setuju**
- 3) Tandai dikolom **KS** jika anda **kurang setuju**
- 4) Tandai dikolom **TS** jika anda **tidak setuju**
- 5) Tandai dikolom **STS** jika anda **sangat tidak setuju**

**Variabel Kompensasi (X1)**

| No | Indikator                          | Pernyataan  | SS | S | KS | TS | STS |
|----|------------------------------------|---|----|---|----|----|-----|
| 1  | Gaji/Upah                          | Gaji atau upah yang saya terima sesuai dengan golongan saya   |    |   |    |    |     |
| 2  | Insentif                           | Saya diberikan bonus atau tambahan penghasilan sesuai dengan yang saya harapkan   |    |   |    |    |     |
| 3  | Tunjangan kinerja                  | Saya merasa tunjangan kinerja yang diberikan sudah adil dan sesuai dengan kontribusi saya   |    |   |    |    |     |
|    | Tunjangan Jabatan                  | Saya diberikan tunjangan sesuai dengan jabatan saya di BPSDM Pemprov. Sulsel  |    |   |    |    |     |
| 5  | Tambahan penghasilan pegawai (TPP) | Saya merasa komponen-komponen yang dihitung dalam TPP (Tambahan Penghasilan Pegawai) sudah sesuai dengan kontribusi saya terhadap BPSDM Pemprov. Sulsel |    |   |    |    |     |
| 6  | Cuti                               | Saya merasa BPSDM Pemprov. Sulsel memberikan kemudahan dalam mengambil cuti tahunan, cuti sakit, dan cuti lainnya                                       |    |   |    |    |     |
| 7  | Fasilitas                          | BPSDM Pemprov. Sulsel menyediakan komputer dengan spesifikasi yang memadai untuk menunjang pekerjaan saya   |    |   |    |    |     |



### Variabel Motivasi Kerja (X2)

| No | Indikator            | Pernyataan   | SS | S | KS | TS | STS |
|----|----------------------|--|----|---|----|----|-----|
| 1  | Perilaku pegawai     | Saya selalu datang & pulang tepat waktu untuk bekerja  |    |   |    |    |     |
| 2  | Usaha pegawai        | Saya selalu berusaha untuk menjaga sikap yang positif dan profesional dalam bekerja          |    |   |    |    |     |
| 3  | Kegigihan pegawai    | Saya selalu berusaha untuk menyelesaikan tugas dengan sebaik mungkin, meskipun ada kesulitan |    |   |    |    |     |
| 4  | Motivasi dari atasan | Saya diberikan oleh atasan kesempatan untuk mengembangkan diri                               |    |   |    |    |     |

### Variabel Kinerja Pegawai (Y)

| No | Indikator                          | Pernyataan   | SS | S | KS | TS | STS |
|----|------------------------------------|--|----|---|----|----|-----|
| 1  | Target                             | Jumlah pekerjaan yang saya selesaikan sesuai dengan target yang diinginkan BPSDM Pemprov. Sulsel |    |   |    |    |     |
| 2  | Efisiensi Dalam Melaksanakan Tugas | Saya selalu menyelesaikan pekerjaan saya dengan tepat waktu                                      |    |   |    |    |     |
| 3  | Kualitas Hasil Kerja               | Saya melakukan pekerjaan yang diberikan dengan teliti dan minim kesalahan                        |    |   |    |    |     |
| 4  | Disiplin Kerja                     | Saya selalu memakai seragam dinas sesuai dengan peraturan BPSDM Pemprov. Sulsel                  |    |   |    |    |     |

|   |           |  |  |  |  |  |  |
|---|-----------|--|--|--|--|--|--|
| 5 | Inisiatif | Saya selalu berusaha mencari cara untuk meningkatkan kineja saya |  |  |  |  |  |
|---|-----------|--|--|--|--|--|--|

## Lampiran 2 Tabulasi data

### Kompensasi (X1)

| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | TOTAL X1 |
|------|------|------|------|------|------|------|----------|
| 4    | 4    | 5    | 4    | 4    | 4    | 5    | 30       |
| 5    | 5    | 4    | 4    | 4    | 4    | 4    | 30       |
| 4    | 4    | 4    | 4    | 4    | 4    | 4    | 28       |
| 4    | 4    | 4    | 4    | 4    | 4    | 4    | 28       |
| 4    | 4    | 4    | 4    | 4    | 4    | 5    | 29       |
| 3    |      | 4    | 4    | 4    | 4    | 3    | 22       |
| 4    | 4    | 4    | 3    | 4    | 3    | 4    | 26       |
| 4    | 4    | 4    | 4    | 4    | 3    | 5    | 28       |
| 3    | 4    | 4    | 3    | 4    | 3    | 5    | 26       |
| 4    | 4    | 4    | 4    | 4    | 4    | 3    | 27       |
| 3    | 3    | 4    | 4    | 4    | 4    | 5    | 27       |
| 4    | 4    | 4    | 3    | 4    | 3    | 3    | 25       |
| 3    | 4    | 4    | 4    | 4    | 3    | 5    | 27       |
| 4    | 3    | 4    | 3    | 4    | 4    | 3    | 25       |
| 4    | 5    | 4    | 4    | 4    | 4    | 5    | 30       |
| 5    | 5    | 4    | 4    | 4    | 4    | 3    | 29       |
| 5    | 4    | 4    | 4    | 4    | 4    | 5    | 30       |
| 4    | 4    | 4    | 4    | 4    | 4    | 3    | 27       |
| 4    | 4    | 4    | 4    | 4    | 4    | 5    | 29       |
| 4    | 4    | 4    | 4    | 4    | 4    | 3    | 27       |
| 4    | 4    | 4    | 4    | 4    | 4    | 3    | 27       |
| 4    | 4    | 5    | 4    | 4    | 4    | 4    | 29       |
| 5    | 5    | 4    | 4    | 4    | 4    | 4    | 30       |
| 4    | 4    | 4    | 4    | 4    | 4    | 5    | 29       |
| 4    | 4    | 4    | 4    | 4    | 4    | 4    | 28       |
| 4    | 4    | 4    | 4    | 4    | 4    | 5    | 29       |
| 3    | 3    | 4    | 4    | 4    | 4    | 4    | 26       |
| 5    | 4    | 4    | 3    | 3    | 4    | 4    | 27       |
| 4    | 3    | 4    | 4    | 5    | 4    | 3    | 27       |
| 3    | 5    | 4    | 3    | 5    | 4    | 3    | 27       |
| 4    | 4    | 4    | 4    | 4    | 3    | 3    | 26       |
| 4    | 3    | 4    | 4    | 3    | 4    | 3    | 25       |
| 3    | 4    | 4    | 3    | 4    | 3    | 3    | 24       |

|   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 26 |
| 3 | 4 | 4 | 4 | 4 | 3 | 5 | 27 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 26 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 3 | 3 | 4 | 4 | 4 | 4 | 4 | 26 |
| 4 | 5 | 4 | 3 | 3 | 3 | 4 | 26 |
| 3 | 3 | 4 | 5 | 5 | 3 | 5 | 28 |
| 4 | 4 | 4 | 3 | 4 | 3 | 3 | 25 |
| 4 | 3 | 4 | 4 | 5 | 4 | 3 | 27 |
| 3 | 5 | 4 | 3 | 5 | 4 | 3 | 27 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 26 |
| 4 | 3 | 4 | 4 | 3 | 4 | 3 | 25 |
| 3 | 4 | 4 | 3 | 4 | 3 | 3 | 24 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 25 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 26 |
| 3 | 4 | 4 | 3 | 3 | 3 | 5 | 25 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 23 |
| 4 | 5 | 4 | 4 | 4 | 4 | 5 | 30 |
| 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 5 | 4 | 5 | 4 | 5 | 5 | 4 | 32 |
| 5 | 5 | 4 | 4 | 4 | 5 | 5 | 32 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 32 |
| 5 | 4 | 4 | 3 | 4 | 5 | 4 | 29 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 26 |

|   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|----|
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 27 |
| 5 | 5 | 3 | 3 | 5 | 5 | 5 | 31 |
| 4 | 4 | 3 | 4 | 3 | 4 | 4 | 26 |
| 5 | 5 | 5 | 5 | 3 | 5 | 5 | 33 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 26 |
| 5 | 5 | 3 | 5 | 5 | 5 | 5 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 5 | 4 | 5 | 4 | 4 | 4 | 4 | 30 |
| 5 | 5 | 4 | 4 | 3 | 4 | 4 | 29 |
| 4 | 5 | 4 | 5 | 4 | 4 | 3 | 29 |
| 5 | 4 | 4 | 3 | 4 | 4 | 3 | 27 |

**Motivasi kerja (X2)**

| X2.1 | X2.2 | X2.3 | X2.4 | TOTAL X2 |
|------|------|------|------|----------|
| 5    | 4    | 4    | 5    | 18       |
| 4    | 4    | 5    | 4    | 17       |
| 5    | 3    | 4    | 4    | 16       |
| 5    | 5    | 4    | 3    | 17       |
| 4    | 4    | 5    | 5    | 18       |
| 4    | 5    | 5    | 4    | 18       |
| 4    | 4    | 4    | 4    | 16       |
| 4    | 5    | 5    | 5    | 19       |
| 5    | 3    | 5    | 5    | 18       |
| 4    | 3    | 4    | 4    | 15       |
| 3    | 3    | 5    | 5    | 16       |
| 4    | 3    | 4    | 4    | 15       |
| 3    | 5    | 5    | 5    | 18       |
| 4    | 3    | 4    | 4    | 15       |
| 3    | 3    | 5    | 5    | 16       |
| 4    | 4    | 4    | 4    | 16       |
| 5    | 5    | 5    | 5    | 20       |
| 4    | 4    | 4    | 4    | 16       |

|   |   |   |   |    |
|---|---|---|---|----|
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 5 | 3 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 4 | 4 | 17 |
| 4 | 5 | 5 | 4 | 18 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 3 | 3 | 14 |
| 3 | 4 | 3 | 3 | 13 |
| 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 4 | 5 | 18 |
| 4 | 4 | 5 | 4 | 17 |
| 5 | 3 | 4 | 4 | 16 |
| 5 | 5 | 4 | 3 | 17 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 5 | 5 | 4 | 18 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 5 | 5 | 5 | 19 |
| 5 | 3 | 5 | 5 | 18 |
| 4 | 3 | 4 | 4 | 15 |
| 3 | 3 | 5 | 5 | 16 |
| 4 | 3 | 4 | 4 | 15 |
| 3 | 5 | 5 | 5 | 18 |
| 4 | 3 | 4 | 4 | 15 |
| 3 | 3 | 5 | 5 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 5 | 3 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 |

|   |   |   |   |    |
|---|---|---|---|----|
| 4 | 4 | 5 | 4 | 17 |
| 5 | 3 | 4 | 4 | 16 |
| 5 | 5 | 4 | 3 | 17 |
| 4 | 4 | 5 | 5 | 18 |
| 4 | 5 | 5 | 4 | 18 |
| 5 | 4 | 4 | 4 | 17 |
| 5 | 4 | 5 | 5 | 19 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 5 | 5 | 5 | 19 |
| 4 | 3 | 4 | 4 | 15 |
| 5 | 3 | 5 | 5 | 18 |
| 4 | 3 | 4 | 4 | 15 |
| 3 | 3 | 5 | 5 | 16 |
| 4 | 3 | 4 | 4 | 15 |
| 3 | 5 | 5 | 5 | 18 |
| 4 | 3 | 4 | 4 | 15 |
| 3 | 3 | 5 | 5 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 5 | 3 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 4 | 4 | 4 | 16 |
| 5 | 4 | 4 | 4 | 17 |
| 4 | 5 | 4 | 4 | 17 |
| 4 | 5 | 5 | 4 | 18 |
| 4 | 4 | 4 | 5 | 17 |
| 4 | 4 | 5 | 5 | 18 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 5 | 5 | 18 |

## Kinerja Pegawai (Y)

| Y1.1 | Y1.2 | Y1.3 | Y1.4 | Y1.5 | TOTAL Y |
|------|------|------|------|------|---------|
| 4    | 4    | 5    | 4    | 4    | 21      |
| 5    | 5    | 4    | 4    | 4    | 22      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 3    | 3    | 4    | 4    | 4    | 18      |
| 4    | 4    | 4    | 3    | 4    | 19      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 3    | 4    | 4    | 3    | 4    | 18      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 3    | 3    | 4    | 4    | 4    | 18      |
| 4    | 4    | 4    | 3    | 4    | 19      |
| 3    | 4    | 4    | 4    | 4    | 19      |
| 4    | 3    | 4    | 3    | 4    | 18      |
| 4    | 5    | 4    | 4    | 4    | 21      |
| 5    | 5    | 4    | 4    | 4    | 22      |
| 5    | 4    | 4    | 4    | 4    | 21      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 5    | 5    | 5    | 5    | 4    | 24      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 4    | 4    | 4    | 4    | 4    | 20      |
| 5    | 4    | 4    | 4    | 4    | 21      |
| 4    | 5    | 4    | 4    | 4    | 21      |
| 4    | 5    | 5    | 4    | 4    | 22      |
| 5    | 5    | 5    | 5    | 4    | 24      |
| 3    | 3    | 4    | 4    | 4    | 18      |
| 4    | 4    | 4    | 3    | 4    | 19      |
| 3    | 4    | 4    | 4    | 4    | 19      |
| 4    | 4    | 5    | 4    | 4    | 21      |
| 5    | 5    | 4    | 4    | 4    | 22      |



|   |   |   |   |   |    |
|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 4 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 4 | 3 | 4 | 18 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 4 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 4 | 3 | 4 | 3 | 4 | 18 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 5 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 4 | 3 | 4 | 3 | 4 | 18 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 5 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 4 | 3 | 4 | 3 | 4 | 18 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 5 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |

|   |   |   |   |   |    |
|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 4 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 4 | 3 | 4 | 18 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 3 | 4 | 4 | 4 | 18 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 3 | 4 | 4 | 4 | 4 | 19 |
| 4 | 3 | 4 | 3 | 4 | 18 |
| 4 | 5 | 4 | 4 | 4 | 21 |
| 5 | 5 | 4 | 4 | 4 | 22 |
| 5 | 4 | 4 | 4 | 4 | 21 |
| 4 | 4 | 4 | 4 | 4 | 20 |

### Lampiran 3 Pengujian data SPSS 25

#### Correlation

|          |                     | Correlations |        |        |        |        |        |        |          |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|--------|----------|
|          |                     | X1.1         | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | TOTAL X1 |
| X1.1     | Pearson Correlation | 1            | .505** | .138   | .214*  | .045   | .576** | .196*  | .683**   |
|          | Sig. (2-tailed)     |              | .000   | .130   | .018   | .622   | .000   | .030   | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| X1.2     | Pearson Correlation | .505**       | 1      | .027   | .018   | .139   | .292** | .301** | .605**   |
|          | Sig. (2-tailed)     | .000         |        | .766   | .841   | .126   | .001   | .001   | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| X1.3     | Pearson Correlation | .138         | .027   | 1      | .112   | .182*  | .159   | .092   | .357**   |
|          | Sig. (2-tailed)     | .130         | .766   |        | .218   | .045   | .080   | .314   | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| X1.4     | Pearson Correlation | .214*        | .018   | .112   | 1      | .274** | .248** | .287** | .553**   |
|          | Sig. (2-tailed)     | .018         | .841   | .218   |        | .002   | .006   | .001   | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| X1.5     | Pearson Correlation | .045         | .139   | .182*  | .274** | 1      | .273** | .071   | .476**   |
|          | Sig. (2-tailed)     | .622         | .126   | .045   | .002   |        | .002   | .436   | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| X1.6     | Pearson Correlation | .576**       | .292** | .159   | .248** | .273** | 1      | .147   | .663**   |
|          | Sig. (2-tailed)     | .000         | .001   | .080   | .006   | .002   |        | .107   | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| X1.7     | Pearson Correlation | .196*        | .301** | .092   | .287** | .071   | .147   | 1      | .590**   |
|          | Sig. (2-tailed)     | .030         | .001   | .314   | .001   | .436   | .107   |        | .000     |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |
| TOTAL X1 | Pearson Correlation | .683**       | .605** | .357** | .553** | .476** | .663** | .590** | 1        |
|          | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   |          |
|          | N                   | 122          | 122    | 122    | 122    | 122    | 122    | 122    | 122      |

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

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

### Correlations

|          |                     | X2.1   | X2.2   | X2.3   | X2.4   | TOTAL X2 |
|----------|---------------------|--------|--------|--------|--------|----------|
| X2.1     | Pearson Correlation | 1      | .406** | .047   | .067   | .605**   |
|          | Sig. (2-tailed)     |        | .000   | .605   | .465   | .000     |
|          | N                   | 122    | 122    | 122    | 122    | 122      |
| X2.2     | Pearson Correlation | .406** | 1      | .324** | .109   | .735**   |
|          | Sig. (2-tailed)     | .000   |        | .000   | .233   | .000     |
|          | N                   | 122    | 122    | 122    | 122    | 122      |
| X2.3     | Pearson Correlation | .047   | .324** | 1      | .616** | .697**   |
|          | Sig. (2-tailed)     | .605   | .000   |        | .000   | .000     |
|          | N                   | 122    | 122    | 122    | 122    | 122      |
| X2.4     | Pearson Correlation | .067   | .109   | .616** | 1      | .626**   |
|          | Sig. (2-tailed)     | .465   | .233   | .000   |        | .000     |
|          | N                   | 122    | 122    | 122    | 122    | 122      |
| TOTAL X2 | Pearson Correlation | .605** | .735** | .697** | .626** | 1        |
|          | Sig. (2-tailed)     | .000   | .000   | .000   | .000   |          |
|          | N                   | 122    | 122    | 122    | 122    | 122      |

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

### Correlations

|         |                     | Y1.1   | Y1.2   | Y1.3   | Y1.4   | Y1.5   | TOTAL Y |
|---------|---------------------|--------|--------|--------|--------|--------|---------|
| Y1.1    | Pearson Correlation | 1      | .422** | .200*  | .206*  | -.045  | .698**  |
|         | Sig. (2-tailed)     |        | .000   | .027   | .023   | .622   | .000    |
|         | N                   | 122    | 122    | 122    | 122    | 122    | 122     |
| Y1.2    | Pearson Correlation | .422** | 1      | .223*  | -.028  | .077   | .659**  |
|         | Sig. (2-tailed)     | .000   |        | .013   | .760   | .399   | .000    |
|         | N                   | 122    | 122    | 122    | 122    | 122    | 122     |
| Y1.3    | Pearson Correlation | .200*  | .223*  | 1      | .271** | -.121  | .405**  |
|         | Sig. (2-tailed)     | .027   | .013   |        | .003   | .185   | .000    |
|         | N                   | 122    | 122    | 122    | 122    | 122    | 122     |
| Y1.4    | Pearson Correlation | .206*  | -.028  | .271** | 1      | .203*  | .568**  |
|         | Sig. (2-tailed)     | .023   | .760   | .003   |        | .025   | .000    |
|         | N                   | 122    | 122    | 122    | 122    | 122    | 122     |
| Y1.5    | Pearson Correlation | -.045  | .077   | -.121  | .203*  | 1      | .413**  |
|         | Sig. (2-tailed)     | .622   | .399   | .185   | .025   |        | .000    |
|         | N                   | 122    | 122    | 122    | 122    | 122    | 122     |
| TOTAL Y | Pearson Correlation | .698** | .659** | .405** | .568** | .413** | 1       |
|         | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   |         |
|         | N                   | 122    | 122    | 122    | 122    | 122    | 122     |

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

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

## Reability

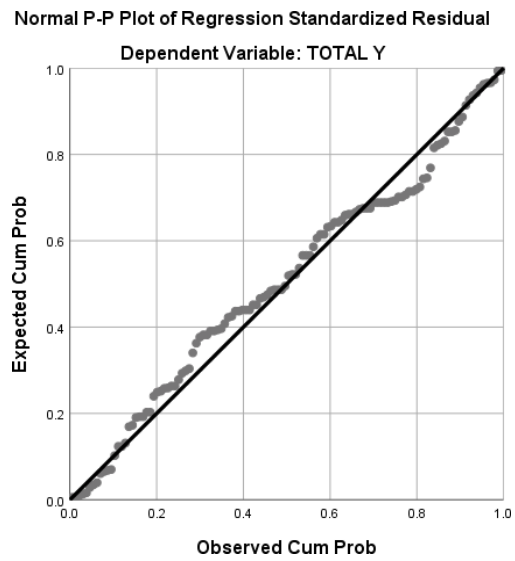
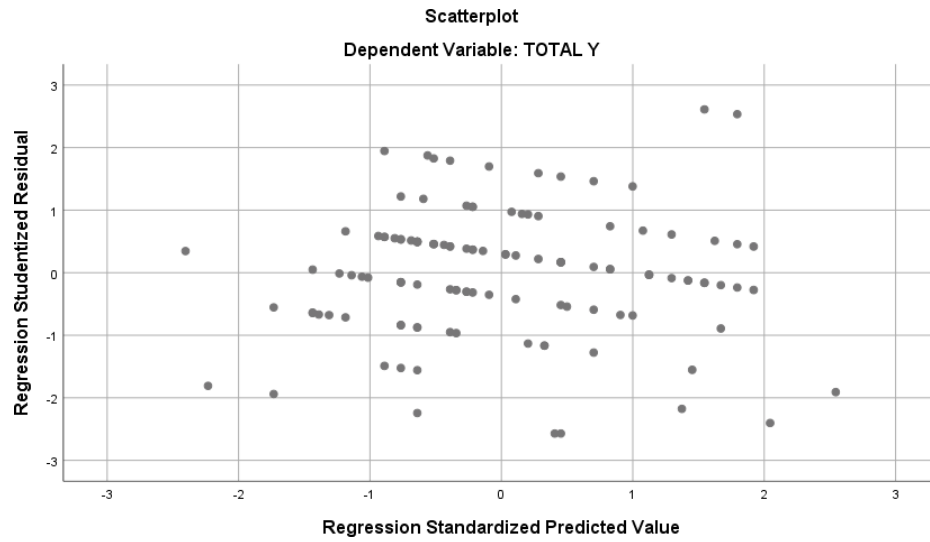
| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .760                   | 5          |
| Reliability Statistics |            |
| Cronbach's Alpha       | N of Items |
| .705                   | 6          |
| Reliability Statistics |            |
| Cronbach's Alpha       | N of Items |
| .729                   | 8          |

| Model Summary <sup>b</sup>                    |                   |          |                   |                            |               |
|---|-------------------|----------|-------------------|----------------------------|---------------|
| Model   | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1   | .287 <sup>a</sup> | .083     | .067              | 1.469                      | 1.125         |
| a. Predictors: (Constant), TOTAL X2, TOTAL X1 |                   |          |                   |                            |               |
| b. Dependent Variable: TOTAL Y                |                   |          |                   |                            |               |

| ANOVA <sup>a</sup>                            |            |                |     |             |       |                   |
|---|------------|----------------|-----|-------------|-------|-------------------|
| Model   |            | Sum of Squares | df  | Mean Square | F     | Sig.              |
| 1   | Regression | 23.139         | 2   | 11.569      | 5.358 | .006 <sup>b</sup> |
|   | Residual   | 256.960        | 119 | 2.159       |       |                   |
|   | Total      | 280.098        | 121 |             |       |                   |
| a. Dependent Variable: TOTAL Y                |            |                |     |             |       |                   |
| b. Predictors: (Constant), TOTAL X2, TOTAL X1 |            |                |     |             |       |                   |

| One-Sample Kolmogorov-Smirnov Test                           |                         |             |                                |
|--|-------------------------|-------------|--------------------------------|
|  |                         |             | Unstandardized Predicted Value |
| N  |                         |             | 122                            |
| Normal Parameters <sup>a,b</sup>                             | Mean                    |             | 19.5573770                     |
|  | Std. Deviation          |             | .43729811                      |
| Most Extreme Differences                                     | Absolute                |             | .119                           |
|  | Positive                |             | .119                           |
|  | Negative                |             | -.058                          |
| Test Statistic   |                         |             | .119                           |
| Asymp. Sig. (2-tailed)                                       |                         |             | .000 <sup>c</sup>              |
| Monte Carlo Sig. (2-tailed)                                  | Sig.                    |             | .056 <sup>d</sup>              |
|  | 99% Confidence Interval | Lower Bound | .050                           |
|  |                         | Upper Bound | .062                           |
| a. Test distribution is Normal.                              |                         |             |                                |
| b. Calculated from data.                                     |                         |             |                                |
| c. Lilliefors Significance Correction.                       |                         |             |                                |
| d. Based on 10000 sampled tables with starting seed 2000000. |                         |             |                                |

| Coefficients <sup>a</sup>      |            |                             |            |                           |       |      |
|--------------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model                          |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                                |            | B                           | Std. Error | Beta                      |       |      |
| 1                              | (Constant) | 13.980                      | 1.891      |                           | 7.394 | .000 |
|                                | TOTAL X1   | .055                        | .053       | .092                      | 2.036 | .032 |
|                                | TOTAL X2   | .239                        | .080       | .262                      | 2.970 | .004 |
| a. Dependent Variable: TOTAL Y |            |                             |            |                           |       |      |



Uji Gooness Of Fit

|   | Original sample (O) | Sample mean (M) | Standard deviation (STDEV) | T statistics ( O/STDEV ) | P values |
|---|---------------------|-----------------|----------------------------|--------------------------|----------|
| <b>Kompensasi -&gt; Kinerja pegawai</b>     | 0.24                | 0.354           | 0.158                      | 3.522                    | 0.012    |
| <b>Motivasi kerja -&gt; Kinerja pegawai</b> | 0.514               | 0.472           | 0.116                      | 4.425                    | 0.000    |

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