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LAMPIRAN 1: KUESIONER PENELITIAN**KUESIONER PENELITIAN**

Pengaruh Motivasi, Kompensasi, dan Persepsi Dukungan Organisasional terhadap Kinerja Karyawan PT Nusantara Undaan Jaya di Surabaya

Responden yang terhormat,

Saya adalah mahasiswa Program Strata Satu Jurusan Manajemen Sumber Daya Manusia dari Universitas Narotama Surabaya. Tujuan dari kuesioner ini adalah untuk memperoleh data tentang Motivasi, Kompensasi, dan Persepsi Dukungan Organisasional terhadap Kinerja Karyawan PT Nusantara Undaan Jaya di Surabaya. Data tersebut akan saya pergunakan untuk menyelesaikan Tugas Akhir (Skripsi) saya dalam memperoleh gelar Sarjana Manajemen.

Jawaban Saudara akan saya rahasiakan dan hanya akan saya pergunakan untuk keperluan penulisan skripsi ini saja.

Saya ucapkan terima kasih banyak atas partisipasinya.

- Basyar Al Addar

DATA RESPONDEN

1. Nama :
2. Alamat :
3. Tempat dan Tanggal Lahir :
4. Jenis Kelamin :

PETUNJUK PENGISIAN

Kuesioner ini terdiri dari 5 (lima) pilihan. Saudara diminta memilih hanya satu jawaban yang paling sesuai menurut pendapat Saudara. Beberapa pertanyaan/ Pernyataan mungkin mirip dengan pertanyaan/ pernyataan yang lainnya, hal ini untuk memastikan agar saya benar-benar mengukur secara akurat tentang pendapat Saudara.

Skor	Keterangan
5	Sangat Setuju/Sangat Baik/Sangat Tinggi
4	Setuju/Baik/Tinggi
3	Cukup Setuju
2	Tidak Setuju/Buruk/Rendah
1	Sangat Tidak Setuju/Sangat Buruk/Sangat Rendah

Kolom pernyataan diisi dengan memberikan tanda ✕ (silang) atau ✓ (centang)



Motivasi (X1)

No.	Pertanyaan/Pernyataan	1	2	3	4	5
1.	Saya taat terhadap peraturan kerja perusahaan					
2.	Saya memiliki relasi yang baik dengan rekan kerja					
3.	Saya adalah orang yang memiliki loyalitas pada perusahaan					
4.	Saya tidak suka membuang waktu					
5.	Saya bekerja dengan efisien dan efektif					
6.	Saya terampil dalam bekerja					
7.	Saya memiliki kegigihan walaupun lingkungan kurang mendukung					
8.	Saya memiliki inisiatif untuk memecahkan masalah					
9.	Saya adalah orang yang konsisten dalam bekerja					

Kompensasi (X2)

No.	Pertanyaan/Pernyataan	1	2	3	4	5
10.	Gaji sesuai dengan tugas dan tanggung jawab					
11.	Gaji cukup untuk memenuhi kebutuhan sehari hari					
12.	Gaji diberikan tepat pada waktunya					
13.	Adanya jaminan/asuransi kesehatan					
14.	Adanya tunjangan hari raya setiap tahun					
15.	Tunjangan sesuai dengan harapan saya					
16.	Adanya kompensasi waktu yang diberikan (keterlambatan/absensi)					
17.	Tersedianya fasilitas untuk mendukung pekerjaan					
18.	Fasilitas yang diberikan memiliki kondisi yang baik					

Persepsi Dukungan Organisasional (X3)

No.	Pertanyaan/Pernyataan	1	2	3	4	5
19.	Perusahaan peduli akan kesejahteraan karyawan					
20.	Perusahaan memberikan beban kerja yang sesuai					
21.	Saya percaya terhadap keputusan perusahaan					
22.	Perusahaan memberikan penilaian kerja yang adil					
23.	Perusahaan memperhatikan kualitas bekerja karyawan					
24.	Perusahaan menghargai pendapat karyawan					
25.	Adanya pelatihan kerja					
26.	Adanya pemberian arahan bekerja					
27.	Adanya penghargaan atas target kerja					

Kinerja (Y)

No.	Pertanyaan/Pernyataan	1	2	3	4	5
28.	Saya bekerja sesuai dengan standar kerja yang ditentukan perusahaan					
29.	Saya berhati-hari dalam bekerja untuk meminimalisir kesalahan kerja					
30.	Saya mampu menyelesaikan pekerjaan tambahan yang diberikan perusahaan					
31.	Saya hadir tepat waktu di tempat kerja					
32.	Saya mampu menyelesaikan pekerjaan saya dengan tepat waktu					
33.	Saya tidak menunda waktu untuk melakukan pekerjaan					
34.	Saya mampu bekerja sama dengan rekan kerja dengan baik					
35.	Saya mampu menemukan solusi dalam permasalahan kerja sendiri					
36.	Saya tidak meninggalkan tempat kerja pada jam kerja, kecuali untuk kepentingan bekerja					

LAMPIRAN 2: DISTRIBUSI JAWABAN RESPONDEN

Frequencies

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	55	78.6	78.6	80.0
	4	13	18.6	18.6	98.6
	5	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	55	78.6	78.6	78.6
	4	14	20.0	20.0	98.6
	5	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	7.1	7.1	7.1
	3	47	67.1	67.1	74.3
	4	17	24.3	24.3	98.6
	5	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	48	68.6	68.6	71.4
	4	16	22.9	22.9	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	48	68.6	68.6	68.6
	4	19	27.1	27.1	95.7
	5	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	47	67.1	67.1	67.1
	4	19	27.1	27.1	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	45	64.3	64.3	67.1
	4	19	27.1	27.1	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	50	71.4	71.4	71.4
	4	12	17.1	17.1	88.6
	5	8	11.4	11.4	100.0
	Total	70	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	49	70.0	70.0	72.9
	4	13	18.6	18.6	91.4
	5	6	8.6	8.6	100.0

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	49	70.0	70.0	72.9
	4	13	18.6	18.6	91.4
	5	6	8.6	8.6	100.0
	Total	70	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	40	57.1	57.1	57.1
	3	24	34.3	34.3	91.4
	4	5	7.1	7.1	98.6
	5	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.4	1.4	1.4
	2	42	60.0	60.0	61.4
	3	22	31.4	31.4	92.9
	4	4	5.7	5.7	98.6
	5	1	1.4	1.4	100.0
	Total	70	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.0	10.0	10.0
	3	42	60.0	60.0	70.0
	4	11	15.7	15.7	85.7
	5	10	14.3	14.3	100.0
	Total	70	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	24	34.3	34.3	34.3

3	40	57.1	57.1	91.4
4	5	7.1	7.1	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	11.4	11.4	11.4
3	52	74.3	74.3	85.7
4	8	11.4	11.4	97.1
5	2	2.9	2.9	100.0
Total	70	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	29	41.4	41.4	41.4
3	34	48.6	48.6	90.0
4	6	8.6	8.6	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	12.9	12.9	12.9
3	49	70.0	70.0	82.9
4	11	15.7	15.7	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	7.1	7.1	7.1
3	51	72.9	72.9	80.0
4	13	18.6	18.6	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	21.4	21.4	21.4
	3	39	55.7	55.7	77.1
	4	14	20.0	20.0	97.1
	5	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

X3.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	17.1	17.1	17.1
	3	42	60.0	60.0	77.1
	4	13	18.6	18.6	95.7
	5	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

X3.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	55	78.6	78.6	80.0
	4	12	17.1	17.1	97.1
	5	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

X3.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	50	71.4	71.4	72.9
	4	16	22.9	22.9	95.7
	5	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

X3.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	15	21.4	21.4	21.4

3	33	47.1	47.1	68.6
4	21	30.0	30.0	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X3.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	11	15.7	15.7	15.7
3	37	52.9	52.9	68.6
4	21	30.0	30.0	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X3.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.7	5.7	5.7
3	44	62.9	62.9	68.6
4	21	30.0	30.0	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X3.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	19	27.1	27.1	27.1
3	37	52.9	52.9	80.0
4	13	18.6	18.6	98.6
5	1	1.4	1.4	100.0
Total	70	100.0	100.0	

X3.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	16	22.9	22.9	22.9
3	38	54.3	54.3	77.1
4	16	22.9	22.9	100.0
Total	70	100.0	100.0	

X3.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	20	28.6	28.6	28.6
	3	30	42.9	42.9	71.4
	4	18	25.7	25.7	97.1
	5	2	2.9	2.9	100.0
	Total	70	100.0	100.0	

Y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	4.3	4.3	4.3
	3	52	74.3	74.3	78.6
	4	9	12.9	12.9	91.4
	5	6	8.6	8.6	100.0
	Total	70	100.0	100.0	

Y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	48	68.6	68.6	71.4
	4	12	17.1	17.1	88.6
	5	8	11.4	11.4	100.0
	Total	70	100.0	100.0	

Y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	18.6	18.6	18.6
	3	33	47.1	47.1	65.7
	4	16	22.9	22.9	88.6
	5	8	11.4	11.4	100.0
	Total	70	100.0	100.0	

Y4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.4	1.4	1.4
	3	42	60.0	60.0	61.4

4	18	25.7	25.7	87.1
5	9	12.9	12.9	100.0
Total	70	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	10	14.3	14.3	14.3
3	33	47.1	47.1	61.4
4	16	22.9	22.9	84.3
5	11	15.7	15.7	100.0
Total	70	100.0	100.0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.7	5.7	5.7
3	39	55.7	55.7	61.4
4	15	21.4	21.4	82.9
5	12	17.1	17.1	100.0
Total	70	100.0	100.0	

Y7

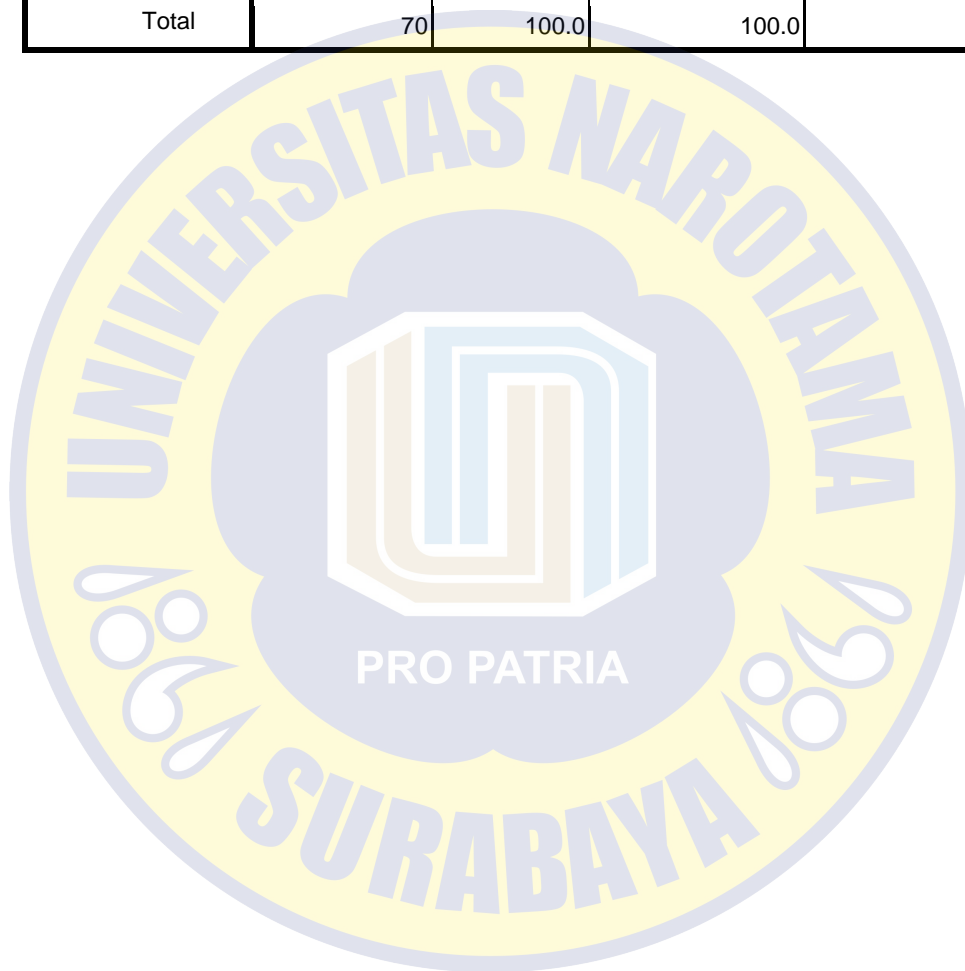
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	2.9	2.9	2.9
3	44	62.9	62.9	65.7
4	16	22.9	22.9	88.6
5	8	11.4	11.4	100.0
Total	70	100.0	100.0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4
3	41	58.6	58.6	60.0
4	16	22.9	22.9	82.9
5	12	17.1	17.1	100.0
Total	70	100.0	100.0	

Y9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.7	5.7	5.7
	3	38	54.3	54.3	60.0
	4	15	21.4	21.4	81.4
	5	13	18.6	18.6	100.0
Total		70	100.0	100.0	



LAMPIRAN 3: UJI VALIDITAS DAN RELIABILITAS

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	TX1
X1.1 Pearson Correlation	1	.799**	.490**	.424**	.328**	.186	.194	.152	.110	.523**
Sig. (2-tailed)		.000	.000	.000	.006	.123	.108	.208	.366	.000
N	70	70	70	70	70	70	70	70	70	70
X1.2 Pearson Correlation	.799**	1	.537**	.455**	.409**	.257**	.313**	.212	.129	.592**
Sig. (2-tailed)	.000		.000	.000	.000	.032	.008	.078	.287	.000
N	70	70	70	70	70	70	70	70	70	70
X1.3 Pearson Correlation	.490**	.537**	1	.503**	.354**	.360**	.235	.196	.200	.581**
Sig. (2-tailed)	.000	.000		.000	.003	.002	.050	.104	.097	.000
N	70	70	70	70	70	70	70	70	70	70
X1.4 Pearson Correlation	.424**	.455**	.503**	1	.619**	.601**	.440**	.577**	.506**	.805**
Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X1.5 Pearson Correlation	.328**	.409**	.354**	.619**	1	.702**	.525**	.595**	.485**	.789**
Sig. (2-tailed)	.006	.000	.003	.000		.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X1.6 Pearson Correlation	.186	.257**	.360**	.601**	.702**	1	.699**	.782**	.652**	.846**
Sig. (2-tailed)	.123	.032	.002	.000	.000		.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X1.7 Pearson Correlation	.194	.313**	.235	.440**	.525**	.699**	1	.593**	.599**	.741**
Sig. (2-tailed)	.108	.008	.050	.000	.000	.000		.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X1.8 Pearson Correlation	.152	.212	.196	.577**	.595**	.782**	.593**	1	.617**	.773**
Sig. (2-tailed)	.208	.078	.104	.000	.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X1.9 Pearson Correlation	.110	.129	.200	.506**	.485**	.652**	.599**	.617**	1	.709**
Sig. (2-tailed)	.366	.287	.097	.000	.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
TX1 Pearson Correlation	.523**	.592**	.581**	.805**	.789**	.846**	.741**	.773**	.709**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.877	9

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TX2
X2.1 Pearson Correlation	1	.721**	.326**	.675**	.528**	.608**	.457**	.408**	.410**	.798**
Sig. (2-tailed)		.000	.006	.000	.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.2 Pearson Correlation	.721**	1	.320**	.573**	.503**	.533**	.397**	.360**	.417**	.753**
Sig. (2-tailed)	.000		.007	.000	.000	.000	.001	.002	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.3 Pearson Correlation	.326**	.320**	1	.286**	.396**	.055	.309**	.424**	.420**	.575**
Sig. (2-tailed)	.006	.007		.017	.001	.654	.009	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.4 Pearson Correlation	.675**	.573**	.286**	1	.610**	.387**	.495**	.346**	.114	.685**
Sig. (2-tailed)	.000	.000	.017		.000	.001	.000	.003	.346	.000
N	70	70	70	70	70	70	70	70	70	70
X2.5 Pearson Correlation	.528**	.503**	.396**	.610**	1	.330**	.537**	.472**	.433**	.733**
Sig. (2-tailed)	.000	.000	.001	.000		.005	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.6 Pearson Correlation	.608**	.533**	.055	.387**	.330**	1	.509**	.463**	.487**	.670**
Sig. (2-tailed)	.000	.000	.654	.001	.005		.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.7 Pearson Correlation	.457**	.397**	.309**	.495**	.537**	.509**	1	.788**	.636**	.773**
Sig. (2-tailed)	.000	.001	.009	.000	.000	.000		.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.8 Pearson Correlation	.408**	.360**	.424**	.346**	.472**	.463**	.788**	1	.747**	.760**
Sig. (2-tailed)	.000	.002	.000	.003	.000	.000	.000		.000	.000
N	70	70	70	70	70	70	70	70	70	70
X2.9 Pearson Correlation	.410**	.417**	.420**	.114	.433**	.487**	.636**	.747**	1	.723**
Sig. (2-tailed)	.000	.000	.000	.346	.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
TX2 Pearson Correlation	.798**	.753**	.575**	.685**	.733**	.670**	.773**	.760**	.723**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	70	70	70	70	70	70	70	70	70	70

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.875	9

Correlations

	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TX3
X3.1 Pearson Correlation	1	.649**	.624**	.616**	.621**	.479**	.677**	.557**	.705**	.875**
Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X3.2 Pearson Correlation	.649**	1	.672**	.352**	.221	.531**	.312**	.335**	.405**	.624**
Sig. (2-tailed)	.000		.000	.003	.066	.000	.009	.005	.001	.000
N	70	70	70	70	70	70	70	70	70	70
X3.3 Pearson Correlation	.624**	.672**	1	.524**	.303	.357**	.323**	.260	.353**	.624**
Sig. (2-tailed)	.000	.000		.000	.011	.002	.006	.030	.003	.000
N	70	70	70	70	70	70	70	70	70	70
X3.4 Pearson Correlation	.616**	.352**	.524**	1	.704**	.387**	.574**	.679**	.514**	.801**
Sig. (2-tailed)	.000	.003	.000		.000	.001	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X3.5 Pearson Correlation	.621**	.221	.303	.704**	1	.518**	.536**	.637**	.574**	.772**
Sig. (2-tailed)	.000	.066	.011	.000		.000	.000	.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X3.6 Pearson Correlation	.479**	.531**	.357**	.387**	.518**	1	.380**	.398**	.527**	.659**
Sig. (2-tailed)	.000	.000	.002	.001	.000		.001	.001	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X3.7 Pearson Correlation	.677**	.312**	.323**	.574**	.536**	.380**	1	.768**	.694**	.797**
Sig. (2-tailed)	.000	.009	.006	.000	.000	.001		.000	.000	.000
N	70	70	70	70	70	70	70	70	70	70
X3.8 Pearson Correlation	.557**	.335**	.260	.679**	.637**	.398**	.768**	1	.600**	.789**
Sig. (2-tailed)	.000	.005	.030	.000	.000	.001	.000		.000	.000
N	70	70	70	70	70	70	70	70	70	70
X3.9 Pearson Correlation	.705**	.405**	.353**	.514**	.574**	.527**	.694**	.600**	1	.811**
Sig. (2-tailed)	.000	.001	.003	.000	.000	.000	.000	.000		.000
N	70	70	70	70	70	70	70	70	70	70
TX3 Pearson Correlation	.875**	.624**	.624**	.801**	.772**	.659**	.797**	.789**	.811**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	70	70	70	70	70	70	70	70	70	70

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	9

Correlations

	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	TY
Y1 Pearson Correlation	1	.779**	.504**	.641**	.508**	.609**	.477**	.461**	.634**	.466**
Y1 Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000
Y1 N	70	70	70	70	70	70	70	70	70	70
Y2 Pearson Correlation	.779**	1	.554**	.596**	.489**	.495**	.404**	.492**	.515**	.462**
Y2 Sig. (2-tailed)	.000		.000	.000	.000	.000	.001	.000	.000	.000
Y2 N	70	70	70	70	70	70	70	70	70	70
Y3 Pearson Correlation	.504**	.554**	1	.645**	.600**	.561**	.546**	.578**	.559**	.539**
Y3 Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000
Y3 N	70	70	70	70	70	70	70	70	70	70
Y4 Pearson Correlation	.641**	.596**	.645**	1	.596**	.661**	.589**	.534**	.535**	.548**
Y4 Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000
Y4 N	70	70	70	70	70	70	70	70	70	70
Y5 Pearson Correlation	.508**	.489**	.600**	.596**	1	.575**	.621**	.623**	.531**	.558**
Y5 Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
Y5 N	70	70	70	70	70	70	70	70	70	70
Y6 Pearson Correlation	.609**	.495**	.561**	.661**	.575**	1	.770**	.681**	.783**	.622**
Y6 Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000
Y6 N	70	70	70	70	70	70	70	70	70	70
Y7 Pearson Correlation	.477**	.404**	.546**	.589**	.621**	.770**	1	.730**	.598**	.536**
Y7 Sig. (2-tailed)	.000	.001	.000	.000	.000	.000		.000	.000	.000
Y7 N	70	70	70	70	70	70	70	70	70	70
Y8 Pearson Correlation	.461**	.492**	.578**	.534**	.623**	.681**	.730**	1	.580**	.560**
Y8 Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000
Y8 N	70	70	70	70	70	70	70	70	70	70
Y9 Pearson Correlation	.634**	.515**	.559**	.535**	.531**	.783**	.598**	.580**	1	.580**
Y9 Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000
Y9 N	70	70	70	70	70	70	70	70	70	70
TY Pearson Correlation	.466**	.462**	.539**	.548**	.558**	.622**	.536**	.560**	.580**	1
TY Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
TY N	70	70	70	70	70	70	70	70	70	70

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.925	9

LAMPIRAN 4: REGRESI LINIER BERGANDA

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
kinerja	3.4240	.63565	70
motivasi	3.3074	.42141	70
kompensasi	2.8994	.47692	70
persepsi	3.1264	.51346	70

Correlations

		kinerja	motivasi	kompensasi	persepsi
Pearson Correlation	kinerja	1.000	.491	.574	.509
	motivasi	.491	1.000	.264	.157
	kompensasi	.574	.264	1.000	.506
	persepsi	.509	.157	.506	1.000
Sig. (1-tailed)	kinerja	.	.000	.000	.000
	motivasi	.000	.	.014	.097
	kompensasi	.000	.014	.	.000
	persepsi	.000	.097	.000	.
N	kinerja	70	70	70	70
	motivasi	70	70	70	70
	kompensasi	70	70	70	70
	persepsi	70	70	70	70

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	persepsi, motivasi, kompensasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: kinerja

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.717 ^a	.513	.491	.45337	1.723

a. Predictors: (Constant), persepsi, motivasi, kompensasi

Model Summary^p

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.717 ^a	.513	.491	.45337	1.723

b. Dependent Variable: kinerja

ANOVA^p

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14.313	3	4.771	23.211	.000 ^a
	Residual	13.566	66	.206		
	Total	27.879	69			

a. Predictors: (Constant), persepsi, motivasi, kompensasi

b. Dependent Variable: kinerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	-.758	.520		1.457	.150					
motivasi	.540	.134	.358	4.019	.000	.491	.443	.345	.930	1.076
kompensasi	.449	.136	.337	3.307	.002	.574	.377	.284	.709	1.409
persepsi	.350	.123	.283	2.838	.006	.509	.330	.244	.744	1.345

a. Dependent Variable: kinerja

Coefficient Correlations^a

Model		persepsi	motivasi	kompensasi
1	Correlations	persepsi	1.000	-.029
		motivasi	-.029	1.000
		kompensasi	-.487	-.216
	Covariances	persepsi	.015	.000
		motivasi	.000	.018
		kompensasi	-.008	-.004

a. Dependent Variable: kinerja

NPar Tests

One-Sample Kolmogorov-Smirnov Test

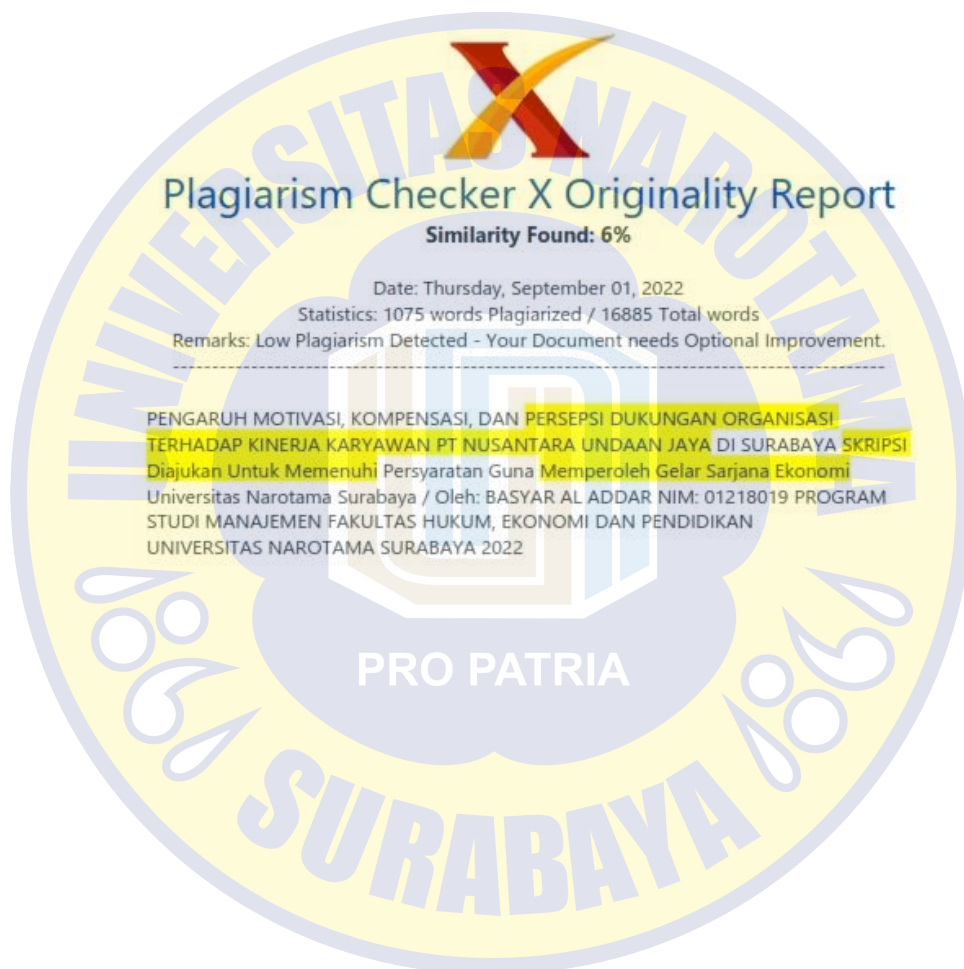
		Unstandardized Residual
N		70
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.44340877
Most Extreme Differences	Absolute	.128
	Positive	.128
	Negative	-.063
Kolmogorov-Smirnov Z		1.070
Asymp. Sig. (2-tailed)		.203

a. Test distribution is Normal.

Nonparametric Correlations

		Correlations			Unstandardized Residual	
		motivasi	kompensasi	persepsi		
Spearman's rho	motivasi	Correlation Coefficient	1.000	.357**	.201	-.023
		Sig. (2-tailed)		.002	.096	.853
		N	70	70	70	70
	kompensasi	Correlation Coefficient	.357**	1.000	.548**	-.033
		Sig. (2-tailed)	.002		.000	.783
		N	70	70	70	70
	persepsi	Correlation Coefficient	.201	.548**	1.000	-.062
		Sig. (2-tailed)	.096	.000		.611
		N	70	70	70	70
Unstandardized Residual		Correlation Coefficient	-.023	-.033	-.062	1.000
		Sig. (2-tailed)	.853	.783	.611	
		N	70	70	70	70

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

LAMPIRAN 5: HASIL UJI PLAGIASI

LAMPIRAN 6: FORM BIMBINGAN



UNIVERSITAS
Mitra Utama



**FAKULTAS
HUKUM, EKONOMI DAN PENDIDIKAN**

BERITA ACARA BIMBINGAN SKRIPSI

No. Dokumen: FM-FEB-01/07
Tgl. Terbit : 01 Okt 2018
Revisi : 00

- 1 NAMA MAHASISWA : BASYAR AL ADDAR
- 2 NIM : 01218019
- 3 FAKULTAS : EKONOMI DAN BISNIS
- 4 PROGRAM STUDI : MANAJEMEN
- 5 TOPIK SKRIPSI : MANAJEMEN SDM
- 6 TANGGAL PENGAJUAN : 21 Februari 2022
- 7 NAMA PEMBIMBING I : Dr. JOKO SUYONO Ph.D.
- 8 NAMA PEMBIMBING II :
- 9 URAIAN KONSULTASI :

NO	TANGGAL	JADWAL KEGIATAN PENELITIAN	MONITORING	
			CATATAN	PARAF PEMBIMBING
1	04/3 22	Observasi obyek penelitian	see	see
2	10/3 22	Observasi terhadap fenomena bisnis/manajemen	see	see
3	13/3 22	Menentukan masalah penelitian	see	see
4	18/3 22	Kajian teoritis & Empiris	see	see
5	27/4 22	Sintesa dan Rasionalisasi teori	see	see
6	09/5 22	Pendekatan Metodologi penelitian	see	see
7	21/5 22	Pembuatan instrument penelitian	see	see
8	30/5 22	Pengumpulan data	see	see
9	28/6 22	Tabulasi & Pengolahan Data	see	see
10	25/6 22	Deskripsi Hasil Penelitian	see	see
11	✓	Intepretasi Hasil Penelitian	see	see
12	✓	Kelengkapan Data	see	see

Sidang Skripsi

10. TANGGAL SELESAI BIMBINGAN : 25 JUNI 2022

11. TELAH DIEVALUASI DAN SIAP UNTUK DIUJI

SURABAYA, 25 JUNI 2022

Ka. Prodi Manajemen

DOSEN PEMBIMBING

Dr. JOKO SUYONO Ph.D.



Surabaya, SE., MM

LAMPIRAN 7: SERTIFIKAT CONFERENCE



LAMPIRAN 8: BIODATA PENULIS

Nama : Basyar Al Addar
Tempat, Tanggal Lahir : Surabaya, 15 Agustus 1997
Gender : Pria
Tinggi : 171 cm
Email : basyaraa@gmail.com

Pendidikan:

2003 – 2009 SDN Kertajaya XI/2017 Surabaya
2009 – 2012 SMP Dapena 2 Surabaya
2012 – 2015 SMK 17 Agustus 1945 Surabaya