

1. UJI VALIDITAS VARIABEL X

		Correlations										
		X1_I	X1_H	X1_G	X1_F	X1_E	X1_D	X1_C	X1_B	X1_A	X1	TOTALX1
X1_I	Pearson Correlation	1	,429**	4,826**	,830**	,409**	,720**	,540**	,716**	,545**	,553**	,853**
	Sig. (2-tailed)		,006	,000	,000	,009	,000	,000	,000	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_H	Pearson Correlation	,429**	1	,303	,372*	,360*	,448**	,376*	,487**	,720**	,225	,617**
	Sig. (2-tailed)	,006		,057	,018	,022	,004	,017	,001	,000	,162	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_G	Pearson Correlation	,826**	,303	1	,635**	,414**	,558**	,550**	,635**	,548**	,521**	,780**
	Sig. (2-tailed)	,000	,057		,000	,008	,000	,000	,000	,000	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_F	Pearson Correlation	,830**	,372*	,635**	1	,285	,761**	,501**	,761**	,406**	,566**	,792**
	Sig. (2-tailed)	,000	,018	,000		,075	,000	,001	,000	,009	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_E	Pearson Correlation	,409**	,360*	,414**	,285	1	,624**	,637**	,538**	,631**	,098	,679**
	Sig. (2-tailed)	,009	,022	,008	,075		,000	,000	,000	,000	,547	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_D	Pearson Correlation	,720**	,448**	,558**	,761**	,624**	1	,617**	,862**	,552**	,327*	,850**
	Sig. (2-tailed)	,000	,004	,000	,000	,000		,000	,000	,000	,040	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_C	Pearson Correlation	,540**	,376*	,550**	,501**	,637**	,617**	1	,597**	,681**	,256	,769**
	Sig. (2-tailed)	,000	,017	,000	,001	,000	,000		,000	,000	,111	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1_B	Pearson Correlation	,716**	,487**	,635**	,761**	,538**	,862**	,597**	1	,507**	,480**	,861**
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	,000		,001	,002	,000

	N	40	40	40	40	40	40	40	40	40	40	40
X1_A	Pearson Correlation	,545**	,720**	,548**	,406**	,631**	,552**	,681**	,507**	1	,363*	,794**
	Sig. (2-tailed)	,000	,000	,000	,009	,000	,000	,000	,001		,021	,000
	N	40	40	40	40	40	40	40	40	40	40	40
X1	Pearson Correlation	,553**	,225	,521**	,566**	,098	,327*	,256	,480**	,363*	1	,584**
	Sig. (2-tailed)	,000	,162	,001	,000	,547	,040	,111	,002	,021		,000
	N	40	40	40	40	40	40	40	40	40	40	40
TOTALX1	Pearson Correlation	,853**	,617**	,780**	,792**	,679**	,850**	,769**	,861**	,794**	,584**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40	40	40	40	40	40

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

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

Dari hasil uji validitas X1 (Variabel X) didapatkan hasil bahwa semua item dalam skala untuk mengukur variabel X dinyatakan valid dengan rentang hasil *pearson correlation* sebesar 0,584 – 0,861.

2. UJI VALIDITAS VARIABEL M

Correlations

		X2_K	X2_J	X2_I	X2_H	X2_G	X2_F	X2_E	X2_D	X2_C	X2_B	X2_A	X2	TOTALX2
X2_K	Pearson Correlation	1	,657**	,517**	,503**	,733**	,766**	,539**	,361*	,661**	,739**	,739**	,503**	,877**
	Sig. (2-tailed)		,000	,001	,001	,000	,000	,000	,022	,000	,000	,000	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_J	Pearson Correlation	,657**	1	,352*	,289	,523**	,440**	,409**	,467**	,543**	,573**	,487**	,487**	,721**
	Sig. (2-tailed)	,000		,026	,070	,001	,005	,009	,002	,000	,000	,001	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_I	Pearson Correlation	,517**	,352*	1	,781**	,393*	,605**	,509**	,175	,529**	,377*	,377*	,503**	,700**
	Sig. (2-tailed)	,001	,026		,000	,012	,000	,001	,280	,000	,017	,017	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_H	Pearson Correlation	,503**	,289	,781**	1	,422**	,485**	,530**	,182	,333*	,317*	,317*	,304	,620**
	Sig. (2-tailed)	,001	,070	,000		,007	,002	,000	,262	,036	,046	,046	,057	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_G	Pearson Correlation	,733**	,523**	,393*	,422**	1	,767**	,654**	,226	,721**	,632**	,632**	,380*	,803**
	Sig. (2-tailed)	,000	,001	,012	,007		,000	,000	,161	,000	,000	,000	,015	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_F	Pearson Correlation	,766**	,440**	,605**	,485**	,767**	1	,562**	,228	,743**	,594**	,697**	,510**	,839**
	Sig. (2-tailed)	,000	,005	,000	,002	,000		,000	,158	,000	,000	,000	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_E	Pearson Correlation	,539**	,409**	,509**	,530**	,654**	,562**	1	,307	,452**	,516**	,516**	,511**	,737**
	Sig. (2-tailed)	,000	,009	,001	,000	,000	,000		,054	,003	,001	,001	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_D	Pearson Correlation	,361*	,467**	,175	,182	,226	,228	,307	1	,245	,252	,252	,453**	,475**
	Sig. (2-tailed)	,022	,002	,280	,262	,161	,158	,054		,128	,117	,117	,003	,002

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_C	Pearson Correlation	,661**	,543**	,529**	,333*	,721**	,743**	,452**	,245	1	,517**	,721**	,580**	,804**
	Sig. (2-tailed)	,000	,000	,000	,036	,000	,000	,003	,128		,001	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_B	Pearson Correlation	,739**	,573**	,377*	,317*	,632**	,594**	,516**	,252	,517**	1	,544**	,356*	,727**
	Sig. (2-tailed)	,000	,000	,017	,046	,000	,000	,001	,117	,001		,000	,024	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2_A	Pearson Correlation	,739**	,487**	,377*	,317*	,632**	,697**	,516**	,252	,721**	,544**	1	,565**	,775**
	Sig. (2-tailed)	,000	,001	,017	,046	,000	,000	,001	,117	,000	,000		,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X2	Pearson Correlation	,503**	,487**	,503**	,304	,380*	,510**	,511**	,453**	,580**	,356*	,565**	1	,703**
	Sig. (2-tailed)	,001	,001	,001	,057	,015	,001	,001	,003	,000	,024	,000		,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
TOTALX2	Pearson Correlation	,877**	,721**	,700**	,620**	,803**	,839**	,737**	,475**	,804**	,727**	,775**	,703**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,002	,000	,000	,000	,000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

Dari hasil uji validitas X2 (Variabel M) didapatkan hasil bahwa semua item dalam skala untuk mengukur variabel M dinyatakan valid dengan rentang hasil *pearson correlation* sebesar 0,475 – 0,877.

3. UJI VALIDITAS VARIABEL Y

		Correlations												
		Y_K	Y_J	Y_I	Y_H	Y_G	Y_F	Y_E	Y_D	Y_C	Y_B	Y_A	Y	TOTALY
Y_K	Pearson Correlation	1	,283	,369*	,350*	,566**	,371*	,374*	,553**	,523**	,348*	,594**	,242	,613**
	Sig. (2-tailed)		,077	,019	,027	,000	,019	,018	,000	,001	,028	,000	,133	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_J	Pearson Correlation	,283	1	,484**	,467**	,482**	,661**	,526**	,512**	,432**	,485**	,255	,653**	,677**
	Sig. (2-tailed)	,077		,002	,002	,002	,000	,000	,001	,005	,002	,113	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_I	Pearson Correlation	,369*	,484**	1	,693**	,509**	,603**	,526**	,781**	,558**	,605**	,635**	,833**	,825**
	Sig. (2-tailed)	,019	,002		,000	,001	,000	,000	,000	,000	,000	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_H	Pearson Correlation	,350*	,467**	,693**	1	,654**	,667**	,669**	,645**	,620**	,449**	,674**	,686**	,827**
	Sig. (2-tailed)	,027	,002	,000		,000	,000	,000	,000	,000	,004	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_G	Pearson Correlation	,566**	,482**	,509**	,654**	1	,680**	,522**	,724**	,547**	,493**	,670**	,512**	,809**
	Sig. (2-tailed)	,000	,002	,001	,000		,000	,001	,000	,000	,001	,000	,001	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_F	Pearson Correlation	,371*	,661**	,603**	,667**	,680**	1	,733**	,633**	,437**	,592**	,598**	,685**	,834**
	Sig. (2-tailed)	,019	,000	,000	,000	,000		,000	,000	,005	,000	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_E	Pearson Correlation	,374*	,526**	,526**	,669**	,522**	,733**	1	,542**	,368*	,471**	,493**	,583**	,740**
	Sig. (2-tailed)	,018	,000	,000	,000	,001	,000		,000	,020	,002	,001	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_D	Pearson Correlation	,553**	,512**	,781**	,645**	,724**	,633**	,542**	1	,508**	,488**	,696**	,695**	,851**
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	,000		,001	,001	,000	,000	,000

	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_C	Pearson Correlation	,523**	,432**	,558**	,620**	,547**	,437**	,368*	,508**	1	,436**	,567**	,561**	,716**
	Sig. (2-tailed)	,001	,005	,000	,000	,000	,005	,020	,001		,005	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_B	Pearson Correlation	,348*	,485**	,605**	,449**	,493**	,592**	,471**	,488**	,436**	1	,367*	,440**	,665**
	Sig. (2-tailed)	,028	,002	,000	,004	,001	,000	,002	,001	,005		,020	,005	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y_A	Pearson Correlation	,594**	,255	,635**	,674**	,670**	,598**	,493**	,696**	,567**	,367*	1	,584**	,788**
	Sig. (2-tailed)	,000	,113	,000	,000	,000	,000	,001	,000	,000	,020		,000	,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Y	Pearson Correlation	,242	,653**	,833**	,686**	,512**	,685**	,583**	,695**	,561**	,440**	,584**	1	,814**
	Sig. (2-tailed)	,133	,000	,000	,000	,001	,000	,000	,000	,000	,005	,000		,000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
TOTALY	Pearson Correlation	,613**	,677**	,825**	,827**	,809**	,834**	,740**	,851**	,716**	,665**	,788**	,814**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

Dari hasil uji validitas Y (Variabel Y) didapatkan hasil bahwa semua item dalam skala untuk mengukur variabel Y dinyatakan valid dengan rentang hasil *pearson correlation* sebesar 0,613 – 0,851.

4. UJI RELIABILITAS VARIABEL X

Reliability Statistics	
Cronbach's	
Alpha	N of Items
,910	10

Dari hasil uji reliabilitas didapatkan hasil bahwa *cronbach alpha* dari semua item dalam variabel X memiliki reliabilitas sebesar 0,910, artinya item item dalam skala untuk mengukur variabel X dinyatakan reliabel.

5. UJI RELIABILITAS VARIABEL M

Reliability Statistics	
Cronbach's	
Alpha	N of Items
,920	12

Dari hasil uji reliabilitas didapatkan hasil bahwa *cronbach alpha* dari semua item dalam variabel M memiliki reliabilitas sebesar 0,920, artinya item item dalam skala untuk mengukur variabel M dinyatakan reliabel.

6. UJI RELIABILITAS VARIABEL Y

Reliability Statistics	
Cronbach's	
Alpha	N of Items
,934	12

Dari hasil uji reliabilitas didapatkan hasil bahwa *cronbach alpha* dari semua item dalam variabel Y memiliki reliabilitas sebesar 0,934, artinya item item dalam skala untuk mengukur variabel Y dinyatakan reliabel.

7. UJI NORMALITAS VARIABEL X

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	df	Sig.
TOTALX1	,125	40	,117	,968	40	,301

a. Lilliefors Significance Correction

Dari hasil uji normalitas menggunakan uji *kolmogorov smirnov* mendapatkan hasil nilai sig sebesar 0,117 atau $> 0,05$ yang memiliki arti bahwa distribusi sampel dalam alat ukur variabel X terdistribusi dengan normal.

8. UJI NORMALITAS VARIABEL M

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	Df	Sig.
TOTALX2	,131	40	,082	,963	40	,219

a. Lilliefors Significance Correction

Dari hasil uji normalitas menggunakan uji *kolmogorov smirnov* mendapatkan hasil nilai sig sebesar 0,082 atau $> 0,05$ yang memiliki arti bahwa distribusi sampel dalam alat ukur variabel M terdistribusi dengan normal.

9. UJI NORMALITAS VARIABEL Y

Tests of Normality

	Kolmogorov-Smirnov ^a			Shapiro-Wilk		
	Statistic	Df	Sig.	Statistic	df	Sig.
TOTALY	,139	40	,050	,955	40	,116

a. Lilliefors Significance Correction

Dari hasil uji normalitas menggunakan uji *kolmogorov smirnov* mendapatkan hasil nilai sig sebesar 0,050 atau $> 0,05$ yang memiliki arti bahwa distribusi sampel dalam alat ukur variabel Y terdistribusi dengan normal.

10. UJI LINIERITAS

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTALY * TOTALX1	Between Groups	(Combined)	429,789	12	35,816	2,097	,054
		Linearity	313,506	1	313,506	18,354	,000
		Deviation from Linearity	116,282	11	10,571	,619	,797
	Within Groups		461,186	27	17,081		
	Total		890,975	39			

Dalam penelitian ini, bahwa kompensasi (X) terhadap kinerja karyawan (Y) mendapatkan hasil *deviation from linearity* sebesar 0,797 atau $> 0,05$. Maka, X dengan Y memiliki hubungan yang linear.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTALY * TOTALX2	Between Groups	(Combined)	747,594	15	49,840	8,342	,000
		Linearity	554,266	1	554,266	92,776	,000
		Deviation from Linearity	193,328	14	13,809	1,311	,134
	Within Groups		143,381	24	5,974		
	Total		890,975	39			

Dalam penelitian ini, bahwa Kepuasan Kerja (M) terhadap kinerja karyawan (Y) mendapatkan hasil *deviation from linearity* sebesar 0,034 atau $> 0,05$. Maka, M dengan Y memiliki hubungan yang linear.

11. UJI MULTIKOLINIERITAS

		Coefficients ^a				Collinearity Statistics	
Model		Unstandardized Coefficients		Standardized Coefficients			
		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	4,810	5,789		,831	,411	
	TOTALX1	,225	,147	,188	1,534	,133	,641 1,561
	TOTALX2	,713	,129	,676	5,522	,000	,641 1,561

a. Dependent Variable: TOTALLY

Kedua variabel nilai VIF yaitu sebesar 1,561 untuk kedua variabel atau < 10 , dan nilai toleransi kedua variabel sebesar 0,641 atau $> 0,1$ yang membuat tidak terdapat gejala multikolinearitas.

12. UJI HETEROKEDASTISITAS

Correlations

			TOTALX1	TOTALX2	Unstandardized Residual
Spearman's rho	TOTALX1	Correlation Coefficient	1,000	,558**	-,019
		Sig. (2-tailed)	.	,000	,907
		N	40	40	40
	TOTALX2	Correlation Coefficient	,558**	1,000	,062
		Sig. (2-tailed)	,000	.	,702
		N	40	40	40
	Unstandardized Residual	Correlation Coefficient	-,019	,062	1,000
		Sig. (2-tailed)	,907	,702	.
		N	40	40	40

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

Dilihat dari hasil *spearman rho* mendapatkan hasil nilai sig > 0,05 yaitu sig 0,907 dan 0,702. Dari hasil tersebut mendapatkan hasil bahwa tidak terdapat tanda tanda adanya heterosdastisitas.

13. PATH ANALYSIS

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	10,929	9,968		1,096
	TOTALX2	,848	,117	,804	7,269
	TOTALX1	,092	,268	,038	,342

a. Dependent Variable: TOTALLY

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,789 ^a	,623	,603	3.012

a. Predictors: (Constant), TOTALX1, TOTALX2

Hasil koefisien dan *model summary* variabel X, M, dan Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22,789	15,119		1,507	,140
	TOTALX1	,708	,376	,292	1,883	,007

a. Dependent Variable: TOTALLY

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,792 ^a	,685	,661	4.631

a. Predictors: (Constant), TOTALX1

Hasil koefisien dan *model summary* Variabel X dan Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	30,916	3,351		9,225	,000
	TOTALX2	,179	,064	,410	2,773	,009

a. Dependent Variable: TOTALX1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,410 ^a	,168	,146	1.823

a. Predictors: (Constant), TOTALX2

Hasil koefisien dan *model summary* variabel X dan M