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LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

I. JUDUL:

“Pengaruh Kompensasi terhadap kinerja karyawan
di Asuransi Prudential Syariah Kediri”

Penelitian ini bertujuan untuk menunjang kegiatan penulisan skripsi yang dilakukan oleh peneliti selaku mahasiswa fakultas Syariah jurusan Ekonomi Syariah di Institut Agama Islam Negeri Kediri. Demi tercapainya tujuan penelitian ini, maka mohon kesediaan Bapak/Ibu untuk mengisi kuesioner ini sesuai dengan keadaan yang sebenarnya. Hasil penelitian ini hanya akan dipergunakan untuk keperluan skripsi yang merupakan tugas akhir mahasiswa. Atas perhatian dan kesediaan Bapak/Ibu yang telah meluangkan waktu, aya ucapkan terimakasih.

II. Identitas Responden

Jenis Kelamin :
Pendidikan terakhir :
Masa Kerja :
Jabatan :

III. Petunjuk Pengisian

Berilah jawaban pernyataan berikut ini dengan memberi tanda ceklis (v) pada satu jawaban berdasarkan pendapat anda yang sesuai pada:

SS: Sangat Setuju

TS : Tidak Setuju

S : Setuju

STS : Sangat Tidak Setuju

KS: Kurang Setuju

Variabel Kompensasi

NO	PERNYATAAN	SS	S	KS	TS	STS
1	Gaji/ Upah sesuai dengan pekerjaan anda					
2	Gaji/ Upah sudah mencukupi kebutuhan dasar					
3	Pemberian bonus sebagai balas jasa perusahaan					
4	Insentif yang diberikan berguna bagi karyawan					
5	Bonus Intensif yang diberikan sudah sesuai dengan waktu kerja					
6	Tunjangan yang diberikan layak dan adil					
7	Tunjangan yang diberikan sesuai dengan harapan					
8	Perbedaan gaji antar bagian dalam perusahaan sesuai dengan harapan					
9	Fasilitas yang diberikan sangat memuaskan					
10	Perusahaan memperhatikan fasilitas sesuai dengan kebutuhan pekerjaan					

Kinerja

NO	PERNYATAAN	SS	S	KS	TS	STS
1	Saya mampu menyelesaikan pekerjaan tepat waktu					
2	Saya mengerjakan semua instruksi dari pimpinan					
3	Saya mampu bekerja sesuai dengan target yang diberikan oleh perusahaan					

4	Saya mampu bekerja sesuai dengan kualitas standar yang diterapkan oleh perusahaan					
5	Saya selalu mematuhi peraturan yang ditetapkan oleh perusahaan					
6	Saya mampu melaksanakan tugas bersama rekan kerja dengan baik					
7	Saya selalu menyelesaikan tugas karena sudah diberi kebebasan dalam melaksanakan pekerjaan					
8	Tingkat ketidakhadiran, keterlambatan, dan keefektifan kinerja bisa mengurangi produktivitas kinerja anda					
9	Saya mempunyai cara tersendiri dalam mencapai target yang diberikan oleh perusahaan					
10	Saya hanya bekerja sesuai dengan yang diinstruksikan oleh perusahaan					
11	Saya melaksanakan tugas dengan sungguh-sungguh dan penuh tanggung jawab					
12	Saya dapat dipercaya dalam melaksanakan tugas yang diberikan oleh perusahaan					

Lampiran 4 (Tabel R)

Tabel Nilai Kritis R Pearson ($p = 0,05$)

N	DB	R	N	DB	R	N	DB	R
3	1	0,997	36	34	0,329	69	67	0,237
4	2	0,950	37	35	0,325	70	68	0,235
5	3	0,878	38	36	0,320	71	69	0,234
6	4	0,811	39	37	0,316	72	70	0,232
7	5	0,754	40	38	0,312	73	71	0,230
8	6	0,707	41	39	0,308	74	72	0,229
9	7	0,666	42	40	0,304	75	73	0,227
10	8	0,632	43	41	0,301	76	74	0,226
11	9	0,602	44	42	0,297	77	75	0,224
12	10	0,576	45	43	0,294	78	76	0,223
13	11	0,553	46	44	0,291	79	77	0,221
14	12	0,532	47	45	0,288	80	78	0,220
15	13	0,514	48	46	0,285	81	79	0,219
16	14	0,497	49	47	0,282	82	80	0,217
17	15	0,482	50	48	0,279	83	81	0,216
18	16	0,468	51	49	0,276	84	82	0,215
19	17	0,456	52	50	0,273	85	83	0,213
20	18	0,444	53	51	0,271	86	84	0,212
21	19	0,433	54	52	0,268	87	85	0,211
22	20	0,423	55	53	0,266	88	86	0,210
23	21	0,413	56	54	0,263	89	87	0,208
24	22	0,404	57	55	0,261	90	88	0,207
25	23	0,396	58	56	0,259	91	89	0,206
26	24	0,388	59	57	0,256	92	90	0,205
27	25	0,381	60	58	0,254	93	91	0,204
28	26	0,374	61	59	0,252	94	92	0,203
29	27	0,367	62	60	0,250	95	93	0,202
30	28	0,361	63	61	0,248	96	94	0,201
31	29	0,355	64	62	0,246	97	95	0,200
32	30	0,349	65	63	0,244	98	96	0,199
33	31	0,344	66	64	0,242	99	97	0,198
34	32	0,339	67	65	0,240	100	98	0,197
35	33	0,334	68	66	0,239	101	99	0,196

Lampiran 5 (Tabel Durbin Watson)

Tabel Durbin-Watson (DW), $\alpha = 5\%$

n	k=1		k=2		k=3		k=4		k=5	
	dL	dU	dL	dU	dL	dU	dL	dU	dL	dU
71	1.5865	1.6435	1.5577	1.6733	1.5284	1.7041	1.4987	1.7358	1.4685	1.7685
72	1.5895	1.6457	1.5611	1.6751	1.5323	1.7054	1.5029	1.7366	1.4732	1.7688
73	1.5924	1.6479	1.5645	1.6768	1.5360	1.7067	1.5071	1.7375	1.4778	1.7691
74	1.5953	1.6500	1.5677	1.6785	1.5397	1.7079	1.5112	1.7383	1.4822	1.7694
75	1.5981	1.6521	1.5709	1.6802	1.5432	1.7092	1.5151	1.7390	1.4866	1.7698
76	1.6009	1.6541	1.5740	1.6819	1.5467	1.7104	1.5190	1.7399	1.4909	1.7701
77	1.6036	1.6561	1.5771	1.6835	1.5502	1.7117	1.5228	1.7407	1.4950	1.7704
78	1.6063	1.6581	1.5801	1.6851	1.5535	1.7129	1.5265	1.7415	1.4991	1.7708
79	1.6089	1.6601	1.5830	1.6867	1.5568	1.7141	1.5302	1.7423	1.5031	1.7712
80	1.6114	1.6620	1.5859	1.6882	1.5600	1.7153	1.5337	1.7430	1.5070	1.7716
81	1.6139	1.6639	1.5888	1.6898	1.5632	1.7164	1.5372	1.7438	1.5109	1.7720
82	1.6164	1.6657	1.5915	1.6913	1.5663	1.7176	1.5406	1.7446	1.5146	1.7724
83	1.6188	1.6675	1.5942	1.6928	1.5693	1.7187	1.5440	1.7454	1.5183	1.7728
84	1.6212	1.6693	1.5969	1.6942	1.5723	1.7199	1.5472	1.7462	1.5219	1.7732
85	1.6235	1.6711	1.5995	1.6957	1.5752	1.7210	1.5505	1.7470	1.5254	1.7736
86	1.6258	1.6728	1.6021	1.6971	1.5780	1.7221	1.5536	1.7478	1.5289	1.7740
87	1.6280	1.6745	1.6046	1.6985	1.5808	1.7232	1.5567	1.7485	1.5322	1.7745
88	1.6302	1.6762	1.6071	1.6999	1.5836	1.7243	1.5597	1.7493	1.5356	1.7749
89	1.6324	1.6778	1.6095	1.7013	1.5863	1.7254	1.5627	1.7501	1.5388	1.7754
90	1.6345	1.6794	1.6119	1.7026	1.5889	1.7264	1.5656	1.7508	1.5420	1.7758
91	1.6366	1.6810	1.6143	1.7040	1.5915	1.7275	1.5685	1.7516	1.5452	1.7763
92	1.6387	1.6826	1.6166	1.7053	1.5941	1.7285	1.5713	1.7523	1.5482	1.7767
93	1.6407	1.6841	1.6188	1.7066	1.5966	1.7295	1.5741	1.7531	1.5513	1.7772
94	1.6427	1.6857	1.6211	1.7078	1.5991	1.7306	1.5768	1.7538	1.5542	1.7776
95	1.6447	1.6872	1.6233	1.7091	1.6015	1.7316	1.5795	1.7546	1.5572	1.7781
96	1.6466	1.6887	1.6254	1.7103	1.6039	1.7326	1.5821	1.7553	1.5600	1.7785
97	1.6485	1.6901	1.6275	1.7116	1.6063	1.7335	1.5847	1.7560	1.5628	1.7790
98	1.6504	1.6916	1.6296	1.7128	1.6086	1.7345	1.5872	1.7567	1.5656	1.7795
99	1.6522	1.6930	1.6317	1.7140	1.6108	1.7355	1.5897	1.7575	1.5683	1.7799
100	1.6540	1.6944	1.6337	1.7152	1.6131	1.7364	1.5922	1.7582	1.5710	1.7804
101	1.6558	1.6958	1.6357	1.7163	1.6153	1.7374	1.5946	1.7589	1.5736	1.7809
102	1.6576	1.6971	1.6376	1.7175	1.6174	1.7383	1.5969	1.7596	1.5762	1.7813
103	1.6593	1.6985	1.6396	1.7186	1.6196	1.7392	1.5993	1.7603	1.5788	1.7818
104	1.6610	1.6998	1.6415	1.7198	1.6217	1.7402	1.6016	1.7610	1.5813	1.7823
105	1.6627	1.7011	1.6433	1.7209	1.6237	1.7411	1.6038	1.7617	1.5837	1.7827
106	1.6644	1.7024	1.6452	1.7220	1.6258	1.7420	1.6061	1.7624	1.5861	1.7832
107	1.6660	1.7037	1.6470	1.7231	1.6277	1.7428	1.6083	1.7631	1.5885	1.7837
108	1.6676	1.7050	1.6488	1.7241	1.6297	1.7437	1.6104	1.7637	1.5909	1.7841
109	1.6692	1.7062	1.6505	1.7252	1.6317	1.7446	1.6125	1.7644	1.5932	1.7846
110	1.6708	1.7074	1.6523	1.7262	1.6336	1.7455	1.6146	1.7651	1.5955	1.7851
111	1.6723	1.7086	1.6540	1.7273	1.6355	1.7463	1.6167	1.7657	1.5977	1.7855
112	1.6738	1.7098	1.6557	1.7283	1.6373	1.7472	1.6187	1.7664	1.5999	1.7860
113	1.6753	1.7110	1.6574	1.7293	1.6391	1.7480	1.6207	1.7670	1.6021	1.7864
114	1.6768	1.7122	1.6590	1.7303	1.6410	1.7488	1.6227	1.7677	1.6042	1.7869
115	1.6783	1.7133	1.6606	1.7313	1.6427	1.7496	1.6246	1.7683	1.6063	1.7874
116	1.6797	1.7145	1.6622	1.7323	1.6445	1.7504	1.6265	1.7690	1.6084	1.7878
117	1.6812	1.7156	1.6638	1.7332	1.6462	1.7512	1.6284	1.7696	1.6105	1.7883
118	1.6826	1.7167	1.6653	1.7342	1.6479	1.7520	1.6303	1.7702	1.6125	1.7887
119	1.6839	1.7178	1.6669	1.7352	1.6496	1.7528	1.6321	1.7709	1.6145	1.7892
120	1.6853	1.7189	1.6684	1.7361	1.6513	1.7536	1.6339	1.7715	1.6164	1.7896
121	1.6867	1.7200	1.6699	1.7370	1.6529	1.7544	1.6357	1.7721	1.6184	1.7901
122	1.6880	1.7210	1.6714	1.7379	1.6545	1.7552	1.6375	1.7727	1.6203	1.7905
123	1.6893	1.7221	1.6728	1.7388	1.6561	1.7559	1.6392	1.7733	1.6222	1.7910
124	1.6906	1.7231	1.6743	1.7397	1.6577	1.7567	1.6409	1.7739	1.6240	1.7914
125	1.6919	1.7241	1.6757	1.7406	1.6592	1.7574	1.6426	1.7745	1.6258	1.7919
126	1.6932	1.7252	1.6771	1.7415	1.6608	1.7582	1.6443	1.7751	1.6276	1.7923
127	1.6944	1.7261	1.6785	1.7424	1.6623	1.7589	1.6460	1.7757	1.6294	1.7928
128	1.6957	1.7271	1.6798	1.7432	1.6638	1.7596	1.6476	1.7763	1.6312	1.7932
129	1.6969	1.7281	1.6812	1.7441	1.6653	1.7603	1.6492	1.7769	1.6329	1.7937
130	1.6981	1.7291	1.6825	1.7449	1.6667	1.7610	1.6508	1.7774	1.6346	1.7941
131	1.6993	1.7301	1.6838	1.7458	1.6682	1.7617	1.6523	1.7780	1.6363	1.7945
132	1.7005	1.7310	1.6851	1.7466	1.6696	1.7624	1.6539	1.7786	1.6380	1.7950
133	1.7017	1.7319	1.6864	1.7474	1.6710	1.7631	1.6554	1.7791	1.6397	1.7954
134	1.7028	1.7329	1.6877	1.7482	1.6724	1.7638	1.6569	1.7797	1.6413	1.7958
135	1.7040	1.7338	1.6889	1.7490	1.6738	1.7645	1.6584	1.7802	1.6429	1.7962
136	1.7051	1.7347	1.6902	1.7498	1.6751	1.7652	1.6599	1.7808	1.6445	1.7967

Lampiran 4 (Jawaban Responden)

1. Skor Variabel X (Kompensasi)

No	p1	p2	p3	p4	p5	p6	p7	p8
1	4	4	5	4	3	5	4	5
2	4	5	4	5	3	4	5	5
3	5	4	5	4	3	5	3	4
4	5	4	4	5	5	5	5	4
5	4	4	5	4	4	5	4	5
6	5	4	4	4	5	5	4	5
7	5	5	4	5	4	5	5	5
8	4	3	4	3	4	5	4	4
9	4	4	4	5	5	4	5	5
10	4	4	5	4	5	5	4	5
11	5	5	4	3	4	5	4	4
12	4	4	5	4	4	4	5	5
13	4	4	4	4	4	5	4	4
14	5	3	5	5	4	3	3	4
15	4	5	5	5	5	5	4	5
16	4	3	4	4	3	4	4	5
17	4	4	4	5	5	4	3	4
18	5	4	5	5	5	5	5	5
19	4	4	4	4	3	5	4	5
20	4	4	4	3	4	5	5	4
21	5	3	4	4	4	4	5	5
22	4	3	4	3	4	3	3	4
23	5	4	3	5	4	4	5	5
24	4	3	4	3	4	4	3	4
25	5	5	4	3	4	5	4	5
26	4	5	5	5	4	5	4	5
27	4	4	5	5	5	4	5	3
28	5	5	4	4	4	4	5	4
29	5	4	5	5	5	5	4	5
30	5	4	5	5	4	5	5	4
31	4	4	4	4	5	4	4	5
32	4	5	4	4	5	4	3	4
33	4	5	5	4	4	5	4	3
34	4	4	4	3	4	4	5	5
35	4	4	5	4	5	5	4	4
36	5	4	5	5	5	5	5	4
37	4	4	4	4	4	4	4	5
38	4	4	5	5	5	5	5	5
39	5	4	4	5	5	4	3	4
40	5	4	4	4	5	5	5	5
41	5	4	4	5	5	5	4	5

42	5	5	5	5	5	4	5	5
43	5	4	4	5	5	5	4	4
44	4	4	5	4	4	5	5	5
45	4	5	5	4	4	5	3	5
46	5	4	3	4	4	4	5	4
47	4	4	5	4	4	5	5	5
48	4	3	4	3	3	5	4	5
49	5	4	4	4	4	5	5	5
50	5	4	4	4	4	5	3	5
51	4	4	4	4	4	4	4	5
52	4	5	4	4	4	5	5	5
53	4	5	4	3	4	4	4	5
54	4	4	4	4	4	5	5	5
55	3	5	4	4	4	4	3	5
56	4	4	4	4	4	4	5	5
57	4	5	4	4	5	4	4	5
58	4	4	4	4	4	5	5	4
59	4	4	4	5	4	4	5	5
60	5	4	4	5	5	5	3	5
61	5	5	5	4	4	5	4	5
62	5	4	5	5	5	4	5	5
63	4	3	4	3	4	5	4	5
64	4	4	3	4	4	4	3	5
65	4	4	4	5	5	5	4	5
66	4	5	5	4	4	4	5	5
67	5	3	3	2	4	4	5	4
68	5	5	5	4	4	5	5	5
69	5	4	5	5	4	5	4	5
70	4	3	4	3	4	4	5	5
71	4	4	3	4	3	4	4	5
72	5	5	4	4	4	4	4	5
73	4	4	4	4	3	5	4	5
74	4	4	4	3	4	5	5	4
75	5	4	5	5	5	5	5	5
76	4	4	4	4	4	4	5	5
77	5	5	4	4	4	4	5	5
78	4	4	4	4	4	5	4	5
79	4	4	4	4	3	5	5	5
80	5	5	4	4	4	5	5	5
81	5	5	5	4	4	5	5	4
82	5	5	4	4	4	5	4	5
83	4	4	4	4	4	3	5	3
84	5	5	5	4	4	5	5	5
85	5	4	3	4	4	5	5	5
86	4	5	4	5	5	5	4	5

87	4	3	5	4	3	5	5	5
88	5	5	5	4	5	4	5	5
89	5	5	5	5	4	5	4	5
90	3	4	4	4	3	5	5	4
91	5	4	4	5	4	4	3	4
92	4	4	3	3	4	5	4	5
93	4	3	4	4	4	4	4	4
94	3	5	4	3	4	5	3	4
95	5	4	4	3	4	4	4	4

2. Skor Variabel Y(Kinerja)

No	p1	p2	p3	p4	p5	p6	p7	p8
1	4	5	4	5	4	5	4	5
2	5	4	5	4	5	5	4	4
3	4	5	5	5	5	4	5	4
4	5	5	5	4	5	5	5	5
5	4	5	4	5	4	4	5	5
6	4	5	5	5	4	4	5	4
7	5	5	5	5	5	5	5	4
8	3	5	4	5	4	4	5	5
9	5	4	5	5	4	5	5	4
10	4	5	5	4	5	5	5	5
11	3	5	4	3	4	4	4	4
12	3	4	5	4	5	4	5	4
13	4	5	4	5	5	5	5	5
14	5	3	5	4	4	5	5	5
15	5	5	5	5	5	5	5	5
16	4	3	4	4	3	4	4	4
17	5	4	5	5	3	4	4	4
18	4	5	4	5	3	4	5	5
19	4	5	3	5	5	5	4	5
20	3	5	4	4	3	4	4	4
21	4	4	5	3	5	4	5	4
22	3	3	4	4	3	4	4	4
23	4	4	3	5	5	5	5	3
24	3	4	4	5	4	3	4	4
25	3	5	5	5	5	3	5	5
26	5	5	5	5	5	5	5	5
27	5	4	4	4	4	5	5	5
28	4	4	5	5	4	4	5	5
29	5	5	5	5	5	5	5	5
30	5	5	5	3	3	5	5	5
31	4	4	3	5	4	5	4	4
32	4	4	5	5	5	4	5	4
33	4	5	4	5	5	5	4	5
34	3	4	5	5	5	3	4	4
35	4	5	5	5	5	3	4	5
36	5	5	5	4	5	5	5	5
37	4	4	5	5	5	3	4	4
38	5	5	5	4	3	5	5	5
39	5	4	3	5	3	5	5	4
40	4	5	5	4	5	4	5	4
41	5	5	5	5	5	5	4	4
42	5	4	5	4	5	5	5	5

43	5	5	4	5	5	5	5	4
44	4	5	4	5	5	4	4	4
45	4	5	4	4	4	4	4	5
46	4	4	3	4	3	4	5	3
47	4	5	4	5	5	4	5	5
48	3	5	3	3	4	4	5	5
49	4	5	5	4	3	4	5	4
50	4	5	4	4	5	4	5	4
51	4	4	3	4	3	4	4	4
52	4	5	3	5	4	4	4	4
53	3	4	5	3	3	3	5	4
54	4	5	5	5	4	4	4	4
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56	4	4	5	4	3	4	5	4
57	4	4	5	5	5	4	5	4
58	4	5	5	4	5	4	4	4
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64	4	4	3	4	4	4	5	3
65	5	5	3	4	5	5	5	4
66	4	4	5	5	5	3	5	5
67	2	4	4	5	3	3	4	3
68	4	5	3	5	4	4	5	5
69	5	5	5	4	5	5	5	5
70	3	4	3	4	4	4	5	5
71	4	4	4	5	4	4	5	5
72	4	4	5	3	4	4	4	4
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75	5	5	5	3	5	5	5	5
76	4	4	4	5	4	4	4	4
77	4	4	4	3	4	4	5	5
78	4	5	4	5	4	4	4	4
79	4	5	3	5	5	4	4	4
80	4	5	5	4	5	4	4	4
81	4	5	4	5	4	5	5	4
82	4	5	5	5	4	4	4	4
83	4	3	4	4	3	4	4	4
84	4	5	5	5	5	5	5	5
85	4	5	4	5	4	4	4	3
86	5	5	2	4	5	5	4	3
87	4	5	5	4	5	4	4	4

88	4	4	5	5	5	5	5	5
89	5	5	4	4	3	5	4	5
90	4	5	4	5	3	4	4	4
91	5	4	4	4	4	5	4	3
92	3	5	5	5	4	5	5	4
93	4	4	4	5	5	4	4	4
94	3	5	5	5	3	4	4	4
95	3	4	3	5	3	3	5	5

Lampiran 2

Data sebelum dan sesudah variabel x untuk Uji Validitas dan Reabilitas

p1	p2	p3	p4	p5	p6	p7	p8	p9	p10
4	3	3	4	3	2	4	5	5	4
4	4	3	4	4	2	2	4	3	5
4	4	4	4	3	3	5	5	4	4
4	4	1	4	4	3	4	4	3	4
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5	4	5	4	4	2	3	3	3	3
5	4	5	4	4	4	4	4	4	4
5	4	5	4	4	5	5	3	5	3
5	4	5	4	3	5	2	3	4	4
4	4	4	4	4	5	3	4	4	3
4	4	5	3	4	5	3	4	4	4
5	3	5	4	3	4	4	4	3	4
5	4	4	4	3	5	4	5	5	4
5	3	5	3	4	5	5	5	5	5
5	5	4	3	4	4	5	4	5	5
4	4	5	4	4	5	5	5	4	5
5	4	5	4	4	4	5	4	5	5
4	3	5	4	3	5	4	5	5	5
5	5	5	5	4	5	5	5	5	5
5	5	5	4	4	5	4	4	5	5
5	4	5	4	4	5	4	5	5	4

5	4	5	4	4	5	5	5	5	4
4	4	5	5	4	5	5	5	3	5
5	4	5	4	4	5	2	5	5	2
5	4	5	4	5	5	5	5	5	5
5	5	5	5	4	5	4	5	5	5
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5	5	5	3	4	4	3	5	4	4
4	3	4	4	3	5	5	5	5	5
5	4	5	4	4	5	5	5	5	5
5	3	5	4	4	4	4	4	5	4
4	4	5	4	3	5	4	4	5	4

Sesudah

p1	p2	p3	p4	p5	p6	p7	p8
4	3	4	2	4	5	5	4
4	3	4	2	2	4	3	5
4	4	4	3	5	5	4	4
4	1	4	3	4	4	3	4
5	2	4	4	4	3	3	3
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5	5	4	2	3	3	3	3
5	5	4	4	4	4	4	4
5	5	4	5	5	3	5	3
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4	4	4	5	3	4	4	3
4	5	4	5	3	4	4	4
5	5	3	4	4	4	3	4
5	4	3	5	4	5	5	4
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4	5	4	5	5	5	4	5
5	5	4	4	5	4	5	5
4	5	3	5	4	5	5	5
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5	5	4	5	4	5	5	4
5	5	4	5	5	5	5	4
4	5	4	5	5	5	3	5
5	5	4	5	2	5	5	2

5	5	5	5	5	5	5	5
5	5	4	5	4	5	5	5
4	4	4	5	5	5	5	5
5	4	3	5	5	3	5	4
5	5	4	4	5	5	4	5
5	5	4	4	3	5	4	4
4	4	3	5	5	5	5	5
5	5	4	5	5	5	5	5
5	5	4	4	4	4	5	4
4	5	3	5	4	4	5	4

Data sebelum dan sesudah variabel y untuk Uji Validitas dan Reabilitas

p1	p2	p3	p4	p5	p6	p7	p8	p9	p10	p11	p12
3	4	4	4	4	4	4	1	3	4	4	4
4	4	4	4	3	4	4	1	3	5	4	3
4	4	4	3	3	4	4	2	4	2	4	3
3	4	4	3	2	4	4	2	4	5	3	4
3	4	4	3	2	2	4	2	3	4	4	4
4	5	4	4	4	4	4	1	5	5	4	4
4	4	3	3	4	4	4	1	4	5	3	4
2	3	3	4	4	4	4	1	4	5	3	4
3	4	4	4	4	4	4	1	4	4	4	4
3	4	4	4	4	4	4	2	3	4	4	4
2	3	2	2	2	2	4	1	3	5	3	3
3	3	2	4	3	4	5	4	4	5	3	4
3	3	2	4	3	4	4	3	4	3	3	4
3	4	4	4	4	4	5	3	4	4	4	4
4	4	4	4	4	4	4	1	3	5	4	4
3	3	3	3	3	3	4	3	3	3	3	2
2	2	4	4	2	4	4	2	3	3	4	2
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3	4	4	4	4	4	4	3	4	5	4	4
3	4	4	4	4	4	4	3	4	3	4	4
4	4	4	4	4	4	4	1	4	5	4	4

4	4	4	4	4	4	4	1	4	4	4	4
4	4	4	3	4	4	5	4	4	4	3	4
3	4	4	4	4	4	4	3	4	4	4	4
3	4	3	4	4	4	4	4	4	4	4	3
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3	4	4	4	4	4	3	4	3	4	4	4
4	4	4	4	4	4	4	4	4	5	4	3
3	4	4	4	4	4	4	4	4	4	4	4
3	4	3	4	2	4	3	3	3	3	4	2
3	4	4	4	4	4	4	3	4	3	4	4
4	5	4	4	4	4	5	1	4	5	4	4
4	5	4	4	3	4	4	3	4	4	4	4
3	4	3	3	3	4	4	4	4	4	3	3

Sesudah

p1	p2	p3	p4	p5	p6	p7	p8	p9
4	4	4	5	4	5	4	4	4
4	4	5	5	5	4	4	5	5
5	5	3	5	5	5	5	4	5
4	4	5	4	5	4	5	5	5
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4	4	3	4	2	4	5	3	2
5	4	4	4	3	5	3	5	4
4	4	3	3	5	4	3	5	5
5	2	4	5	3	5	5	4	2
3	4	5	2	4	3	3	3	4
3	4	4	2	4	3	3	4	4
5	5	5	5	5	5	4	5	5
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5	4	3	4	4	5	5	5	4
3	3	3	3	3	3	4	4	3
4	3	3	3	4	4	3	3	4

5	4	4	4	4	5	4	4	3
5	3	5	5	4	5	5	4	3
4	2	4	3	3	4	4	2	4
4	3	3	4	5	4	4	4	5
4	4	3	3	4	4	4	4	4
4	2	2	4	3	4	3	3	2
4	4	3	4	3	4	3	3	3
3	4	5	5	4	3	3	3	5
5	4	5	5	4	5	5	4	4
4	4	4	3	4	4	4	4	4
5	3	4	5	5	5	5	4	3
5	3	5	4	4	5	4	4	4
3	4	4	4	4	3	2	4	4

Data untuk di analisis

Sebelum dan sesudah uji validitas dan reabilitas variabel kompensasi (x)

NO	P1	P2	P3	P4	P5	P6	P7	P8
1	3	4	4	4	4	5	4	4
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6	4	4	4	4	4	4	4	4
7	5	5	5	5	4	4	4	5
8	4	5	4	5	4	4	4	4
9	4	4	3	4	5	5	5	4
10	5	3	4	5	4	4	5	5
11	4	4	5	5	4	5	3	4
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17	5	4	4	3	5	5	4	5
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19	5	3	5	5	4	5	5	5
20	4	4	3	5	5	4	4	3
21	4	4	4	4	4	4	5	4
22	5	5	4	3	4	4	3	4

23	4	5	3	4	3	4	5	5
24	5	5	5	3	4	4	3	3
25	5	3	4	5	4	5	4	4
26	4	4	4	3	3	3	5	5
27	5	4	5	5	5	5	4	5
28	5	4	3	4	4	5	5	4
29	5	3	4	4	4	4	5	3
30	5	5	4	4	5	4	4	4
31	4	4	3	4	3	4	4	4
32	4	3	4	4	5	4	5	4
33	3	3	4	5	3	4	4	5
34	3	3	4	3	5	5	5	5
35	4	4	4	5	4	3	4	5
36	5	5	5	5	5	5	5	4
37	5	5	4	4	4	4	5	5
38	4	4	5	5	5	5	4	4
39	5	5	5	5	4	5	4	3
40	5	4	5	5	4	5	5	5
41	4	5	4	4	5	4	4	4
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53	5	5	5	5	4	5	4	5
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62	4	4	4	5	5	5	5	4
63	5	3	5	3	5	4	5	4
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66	4	4	4	5	5	5	5	4
67	5	5	5	5	4	4	4	5
68	4	4	4	5	5	5	5	4
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71	4	5	5	5	5	5	4	5
72	5	3	5	4	5	5	5	4
73	4	5	4	5	5	5	5	5
74	5	5	5	4	5	5	4	5
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76	4	4	5	5	5	5	4	5

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79	5	5	5	4	5	5	5	5
80	4	4	5	4	5	4	5	4
81	4	5	5	5	4	5	4	4
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90	5	4	5	4	5	5	5	4
91	5	4	5	5	5	5	5	4
92	5	4	5	4	5	4	5	4
93	3	5	4	5	5	5	5	5

Data untuk di analisis

Sebelum dan sesudah uji validitas dan reabilitas variabel kinerja (y)

NO	P1	P2	P3	P4	P5	P6	P7	P8	P9
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8	4	5	4	4	5	4	4	4	3
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10	4	5	5	4	4	3	4	3	3
11	4	4	3	4	3	4	3	4	4
12	4	2	3	3	2	3	3	3	3
13	4	5	3	3	3	4	3	5	5
14	4	4	3	4	3	4	3	4	4
15	5	5	4	4	5	4	3	3	4
16	4	5	5	4	4	3	4	4	3
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18	4	3	3	4	3	3	3	4	4
19	5	4	4	4	4	4	3	3	4
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21	4	4	4	4	3	4	5	4	4

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23	4	4	3	4	5	3	4	5	4
24	4	4	4	4	3	4	3	4	5
25	3	4	4	4	4	4	4	4	3
26	2	3	4	4	4	4	3	4	3
27	2	3	4	4	4	4	5	5	5
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29	4	4	4	3	3	4	4	4	4
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40	5	4	4	4	5	4	4	5	4
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45	5	5	4	5	5	3	4	4	5
46	5	4	5	4	4	4	5	4	5
47	5	4	3	4	4	4	4	4	3
48	5	5	5	4	4	5	4	5	5

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80	5	4	5	3	5	4	5	5	3
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89	4	5	4	5	5	4	5	5	4
90	5	4	5	4	5	5	5	4	3
91	5	4	5	5	4	4	5	5	4
92	3	4	4	4	4	5	5	4	4
93	5	5	4	4	4	4	4	4	4

VAR00005	Pearson Correlation	,197	,392*	,252	,000	1	,030	,044	,159	,045	,173	,352*
	Sig. (2-tailed)	,257	,020	,144	1,000		,863	,800	,363	,797	,321	,038
	N	35	35	35	35	35	35	35	35	35	35	35
VAR00006	Pearson Correlation	,257	,090	,462**	,055	,030	1	,401*	,335*	,483**	,152	,711**
	Sig. (2-tailed)	,136	,607	,005	,753	,863		,017	,049	,003	,384	,000
	N	35	35	35	35	35	35	35	35	35	35	35
VAR00007	Pearson Correlation	,125	,000	,111	,180	,044	,401*	1	,379*	,368*	,493**	,656**
	Sig. (2-tailed)	,473	1,000	,525	,301	,800	,017		,025	,030	,003	,000
	N	35	35	35	35	35	35	35	35	35	35	35
VAR00008	Pearson Correlation	-,121	,000	,223	,159	,159	,335*	,379*	1	,357*	,440**	,597**
	Sig. (2-tailed)	,489	1,000	,197	,363	,363	,049	,025		,035	,008	,000
	N	35	35	35	35	35	35	35	35	35	35	35
VAR00009	Pearson Correlation	,248	,000	,384*	-,078	,045	,483**	,368*	,357*	1	,214	,632**

VAR00010	Sig. (2-tailed)	,151	1,000	,023	,655	,797	,003	,030	,035		,217	,000
	N	35	35	35	35	35	35	35	35	35	35	35
	Pearson Correlation	-,127	,127	,154	,155	,173	,152	,493**	,440**	,214	1	,554**
	Sig. (2-tailed)	,466	,467	,376	,372	,321	,384	,003	,008	,217		,001
VAR00011	N	35	35	35	35	35	35	35	35	35	35	35
	Pearson Correlation	,375*	,326	,625**	,266	,352*	,711**	,656**	,597**	,632**	,554**	1
	Sig. (2-tailed)	,027	,056	,000	,122	,038	,000	,000	,000	,000	,001	
	N	35	35	35	35	35	35	35	35	35	35	35

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

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

Correlations

		VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007	VAR00008	VAR00009
VAR00001	Pearson Correlation	1	,375*	,197	,257	,125	-,121	,248	-,127	,352*
	Sig. (2-tailed)		,026	,257	,136	,473	,489	,151	,466	,038
	N	35	35	35	35	35	35	35	35	35
VAR00002	Pearson Correlation	,375*	1	,252	,462**	,111	,223	,384*	,154	,641**
	Sig. (2-tailed)	,026		,144	,005	,525	,197	,023	,376	,000
	N	35	35	35	35	35	35	35	35	35
VAR00003	Pearson Correlation	,197	,252	1	,030	,044	,159	,045	,173	,314
	Sig. (2-tailed)	,257	,144		,863	,800	,363	,797	,321	,066
	N	35	35	35	35	35	35	35	35	35
VAR00004	Pearson Correlation	,257	,462**	,030	1	,401*	,335*	,483**	,152	,735**
	Sig. (2-tailed)	,136	,005	,863		,017	,049	,003	,384	,000
	N	35	35	35	35	35	35	35	35	35
VAR00005	Pearson Correlation	,125	,111	,044	,401*	1	,379*	,368*	,493**	,675**
	Sig. (2-tailed)	,473	,525	,800	,017		,025	,030	,003	,000
	N	35	35	35	35	35	35	35	35	35
VAR00006	Pearson Correlation	-,121	,223	,159	,335*	,379*	1	,357*	,440**	,614**
	Sig. (2-tailed)	,489	,197	,363	,049	,025		,035	,008	,000
	N	35	35	35	35	35	35	35	35	35
VAR00007	Pearson Correlation	,248	,384*	,045	,483**	,368*	,357*	1	,214	,681**
	Sig. (2-tailed)	,151	,023	,797	,003	,030	,035		,217	,000
	N	35	35	35	35	35	35	35	35	35
VAR00008	Pearson Correlation	-,127	,154	,173	,152	,493**	,440**	,214	1	,550**
	Sig. (2-tailed)	,466	,376	,321	,384	,003	,008	,217		,001
	N	35	35	35	35	35	35	35	35	35
VAR00009	Pearson Correlation	,352*	,641**	,314	,735**	,675**	,614**	,681**	,550**	1

Sig. (2-tailed)	,038	,000	,066	,000	,000	,000	,000	,001	
N	35	35	35	35	35	35	35	35	35

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

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

Correlations

	VAR00001	VAR00002	VAR00003	VAR00004	VAR00005	VAR00006	VAR00007	VAR00008	VAR00009	VAR00010	VAR00014	VAR00015	VAR00016	
VAR00001	Pearson Correlation	1	,713**	,338*	,201	,429*	,388*	,078	-,008	,377*	,105	,327	,196	,641**
	Sig. (2-tailed)		,000	,047	,247	,010	,021	,658	,965	,026	,550	,056	,260	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
VAR00002	Pearson Correlation	,713**	1	,380*	,251	,456**	,321	,019	,029	,419*	,107	,474**	,313	,699**
	Sig. (2-tailed)	,000		,024	,146	,006	,060	,913	,868	,012	,540	,004	,068	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
VAR00003	Pearson Correlation	,338*	,380*	1	,317	,324	,264	-,067	-,123	,051	-,016	,660**	,280	,496**
	Sig. (2-tailed)	,047	,024		,064	,058	,126	,703	,480	,772	,926	,000	,103	,002
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
VAR00004	Pearson Correlation	,201	,251	,317	1	,551**	,694**	-,089	,143	,234	-,040	,636**	,228	,616**
	Sig. (2-tailed)	,247	,146	,064		,001	,000	,609	,414	,175	,819	,000	,187	,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
VAR00005	Pearson Correlation	,429*	,456**	,324	,551**	1	,568**	,128	,114	,478**	,126	,376*	,501**	,797**

	Pearson	,327	,474**	,660**	,636**	,376*	,286	-,243	,000	,018	-,204	1	,057	,488**
	Correlation													
VAR00014	Sig. (2-tailed)	,056	,004	,000	,000	,026	,096	,160	1,000	,920	,240		,743	,003
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
	Pearson	,196	,313	,280	,228	,501**	,174	,238	-,123	,406*	,382*	,057	1	,565**
	Correlation													
VAR00015	Sig. (2-tailed)	,260	,068	,103	,187	,002	,317	,168	,480	,016	,024	,743		,000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35
	Pearson	,641**	,699**	,496**	,616**	,797**	,659**	,206	,279	,630**	,221	,488**	,565**	1
	Correlation													
VAR00016	Sig. (2-tailed)	,000	,000	,002	,000	,000	,000	,236	,105	,000	,203	,003	,000	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35

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

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

VAR00007	Pearson	,377*	,419*	,051	,234	,478**	,473**	1	,018	,406*	,580**
	Correlation										
	Sig. (2-tailed)	,026	,012	,772	,175	,004	,004		,920	,016	,000
	N	35	35	35	35	35	35	35	35	35	35
VAR00008	Pearson	,327	,474**	,660**	,636**	,376*	,286	,018	1	,057	,621**
	Correlation										
	Sig. (2-tailed)	,056	,004	,000	,000	,026	,096	,920		,743	,000
	N	35	35	35	35	35	35	35	35	35	35
VAR00009	Pearson	,196	,313	,280	,228	,501**	,174	,406*	,057	1	,555**
	Correlation										
	Sig. (2-tailed)	,260	,068	,103	,187	,002	,317	,016	,743		,001
	N	35	35	35	35	35	35	35	35	35	35
VAR00010	Pearson	,683**	,743**	,606**	,659**	,805**	,680**	,580**	,621**	,555**	1
	Correlation										
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,001	
	N	35	35	35	35	35	35	35	35	35	35

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

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