

## Lampiran Lampiran 1. Lembar persetujuan penelitian



UIW KALIMANTAN TIMUR DAN KALIMANTAN UTARA  
UP3 SAMARINDA

Nomor : 0266/STH.01.04/C14040000/2022  
Lampiran : 1 Lembar  
Sifat : Segera  
Hal : Pemberitahuan Penelitian Mahasiswa  
Universitas Muhammadiyah Kalimantan  
Timur

4 Maret 2022

Kepada

Yth. Ketua Universitas Muhammadiyah  
Kalimantan Timur  
Jl. Ir. Juanda No 15  
Samarinda

Menindaklanjuti surat Universitas Muhammadiyah Kalimantan Timur No 041/FEP.1/C.6/C/2022 tanggal 15 Februari 2022 perihal Ijin Penelitian, dengan ini kami sampaikan bahwa kami dapat membantu menyediakan informasi terkait penelitian Mahasiswa Manajemen Fakultas Ekonomi, Bisnis dan Politik sesuai ketentuan PT PLN (Persero) UP3 Samarinda dengan judul penelitian " Pengaruh Kompensasi, Motivasi kerja, Kepuasan Kerja, Komitmen, Sikap Disiplin dan Stres Kerja terhadap Kinerja Karyawan PT PLN (Persero) UP3 Samarinda "

Diharapkan Penelitian Tugas Akhir ini dapat dilakukan secara online dan apabila terpaksa dilakukan tatap muka diharapkan tetap mematuhi protokol kesehatan yang berlaku di PT PLN (Persero) UP3 Samarinda.

Demikian disampaikan, atas perhatiannya diucapkan terima kasih.

MANAGER UNIT PELAKSANA  
PELAYANAN PELANGGAN SAMARINDA,

ARI TIRTA PRAWITA

## Lampiran 2. Data Kuisisioner

### A. Data kuisisioner kompensasi

No.	Pernyataan	ST	S	N	TS	STS
		5	4	3	2	1
Gaji						
1.	gaji pokok yang diberikan oleh perusahaan sudah cukup memenuhi kebutuhan dasar.					
2.	Gaji pokok yang diberikan oleh perusahaan sesuai dengan hasil pekerjaan saya.					
Insentif						
1.	Insentif yang diberikan perusahaan dapat meningkatkan semangat kerja dalam bekerja.					
2.	Insentif dapat dijadikan pelopor untuk meningkatkan semangat kerja					
Bonus						
1.	Prestasi kerja saya dihargai dengan bonus tahunan					
2.	Walaupun hasil kerja saya melebihi target, namun perusahaan tidak memberikan bonus atau tunjangan tambahan.					
Upah						
1.	Upah yang saya terima sesuai dengan kemampuan kerja yang saya miliki					
2.	Saya merasa puas dengan upah yang telah diberikan oleh perusahaan.					
Premi						
1.	Perusahaan memberikan premi sesuai dengan kinerja saya					
2.	Saya merasa bisa mengandalkan premi untuk pemenuhan kebutuhan					
Pengobatan						
1.	Saya merasa puas dengan biaya pengobatan yang dijamin oleh perusahaan					
2.	Saya merasa biaya pengobatan yang diberikan perusahaan sudah membuat aman					
Asuransi						

1.	Saya memperoleh asuransi kesehatan yang memadai untuk menjamin kesehatan, beserta keluarga					
2.	Saya merasa aman dengan adanya asuransi yang diberikan					

## B. Data kuisisioner Motivasi kerja

No.	Pernyataan	ST	S	N	TS	STS
		5	4	3	2	1
Kebutuhan Fisiologis						
1.	Gaji yang diberikan telah mampu memenuhi kebutuhan hidup saya.					
2.	Perusahaan menyediakan libur dan cuti sesuai dengan ketentuan yang berlaku.					
Kebutuhan Rasa Aman						
1.	Perusahaan memberikan kondisi kerja yang aman.					
2.	Perlengkapan kesehatan dan keamanan kerja telah disediakan oleh perusahaan bagi karyawan yang membutuhkan.					
Kebutuhan Sosial						
1.	Saya dapat melaksanakan pekerjaan dengan kerjasama tim					
2.	Atasan memberikan pelatihan pada karyawan untuk meningkatkan kemampuan yang dimiliki karyawan					
Kebutuhan penghargaan diri						
1.	Selama ini perusahaan mengakui dan menghargai hasil kerja saya					
2.	Saya merasa dihargai oleh rekan kerja dan atasan saya, atas kelebihan dan hal hal positif yang saya lakukan di lingkungan kerja					
Kebutuhan Aktualisasi diri						
1.	Saya bisa dengan bebas untuk menyampaikan pendapat dan mengembangkan potensi diri agar bisa lebih maju.					
2.	Perusahaan selalu memberikan kesempatan untuk					

	pertumbuhan dan pengembangan diri.					
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### C. Data kuisisioner kinerja karyawan

No	Pernyataan	ST	S	N	TS	STS
		5	4	3	2	1
Kuantitas Kerja						
1.	Saya mampu menyelesaikan jumlah pekerjaan seperti yang oleh perusahaan.					
2.	Saya selalu berusaha mencapai target kerja yang telah ditetapkan oleh perusahaan.					
Kualitas Kerja						
1.	Saya mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat, dan teliti.					
2.	Standar kualitas kerja yang ditetapkan oleh perusahaan dapat saya capai dengan baik dan optimal.					
Inisiatif						
1.	Saya selalu mencari - cari cara yang terbaik untuk meningkatkan kualitas kerja.					
2.	Dengan pengetahuan yang saya miliki, saya mampu menguasai bidang tugas lain					
Kemandirian						
1.	Saya memiliki kemampuan yang baik dalam menyelesaikan pekerjaan yang diberikan kepada saya.					
2.	Mampu memilih dan melihat masalah dari sudut pandang yang berbeda dengan karyawan yang lain					
Adaptasi						
1.	Mengatur emosi dengan baik dalam menghadapi perubahan					
2.	Dapat menerapkan dan mengerjakan pekerjaan didalam situasi yang baru di perusahaan					
Kerjasama						
1.	Dapat bekerjasama dengan rekan kerja pada bagian atau divisi yang sama atau berbeda					
2.	Menghargai hasil kerja sesama rekan kerja					

### Lampiran 3. Data tabulasi

#### A. Variabel independen

Kompensasi														
X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	X1.13	X1.14	tota
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Motivasi kerja

X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	total
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3	3	3	3	3	3	3	3	3	3	3	30
5	5	5	5	5	5	5	5	5	5	5	50
4	5	4	4	4	5	4	5	4	4	4	43
4	4	4	2	4	5	3	4	2	5	5	37
3	4	3	4	4	5	4	4	4	4	4	39
5	5	5	5	5	5	4	5	5	5	5	49
4	4	4	4	4	4	4	4	4	4	4	40

## B. Variabel dependen

Kinerja karyawan												
Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Total Y
4	4	5	3	3	4	3	3	2	2	5	5	43
3	5	4	4	3	4	4	4	4	4	4	5	48
5	4	5	4	5	5	5	4	5	5	5	5	57
4	5	4	3	4	5	4	4	4	3	4	5	49
4	5	4	5	3	4	4	5	4	3	5	5	51
4	4	5	5	5	5	5	5	5	4	5	5	57
4	4	3	4	4	4	3	4	4	4	4	4	46
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4	3	3	2	3	4	3	4	3	3	3	3	38
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5	4	3	5	4	5	4	5	4	5	4	5	53
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5	3	5	5	5	4	3	4	4	3	5	4	50
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4	3	3	3	2	2	4	4	2	3	2	2	34
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4	4	5	5	3	4	4	4	4	5	5	5	52
3	3	3	3	3	3	3	3	3	3	3	3	36
5	5	5	5	5	5	5	5	5	5	5	5	60
3	3	3	3	3	3	3	3	3	4	3	3	37
5	5	4	4	4	4	4	4	4	4	4	5	51
3	3	4	3	4	3	3	4	3	4	4	4	42
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4	3	3	4	3	5	4	5	4	5	5	4	49
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5	5	4	4	4	4	5	4	3	3	3	3	47
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5	5	5	5	5	5	5	5	5	5	5	5	60
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3	3	3	4	4	4	4	2	3	2	3	3	38
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5	5	5	5	5	5	5	5	5	5	5	5	60
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4	4	4	4	4	3	4	4	4	3	4	4	46
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5	4	5	4	4	4	3	4	3	3	4	4	47
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3	3	4	4	4	5	5	4	3	3	4	4	46
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3	3	4	4	4	4	4	4	4	4	4	4	46
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3	4	3	3	4	4	3	3	3	3	4	5	42
3	3	3	3	3	3	3	3	3	3	3	3	36
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5	4	3	5	4	4	3	4	4	5	5	5	51
4	3	4	4	3	4	4	3	3	3	3	3	41
4	4	5	4	4	5	5	5	5	5	5	5	56
4	4	4	4	4	4	4	4	4	4	4	4	48

## Lampiran 4. Data frekuensi

### A. Kompensasi

**K1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	6	5.3	5.3	6.1
	Netral	34	29.8	29.8	36.0
	Setuju	50	43.9	43.9	79.8
	Sangat Setuju	23	20.2	20.2	100.0
	Total	114	100.0	100.0	

**K1.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	6.1	6.1	6.1
	Netral	33	28.9	28.9	35.1
	Setuju	50	43.9	43.9	78.9
	Sangat Setuju	24	21.1	21.1	100.0
	Total	114	100.0	100.0	

**K1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	4	3.5	3.5	4.4
	Netral	23	20.2	20.2	24.6
	Setuju	44	38.6	38.6	63.2
	Sangat Setuju	42	36.8	36.8	100.0
	Total	114	100.0	100.0	

**K1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	4	3.5	3.5	4.4
	Netral	9	7.9	7.9	12.3
	Setuju	55	48.2	48.2	60.5
	Sangat Setuju	45	39.5	39.5	100.0
	Total	114	100.0	100.0	

**K1.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	5	4.4	4.4	5.3
	Netral	25	21.9	21.9	27.2
	Setuju	44	38.6	38.6	65.8
	Sangat Setuju	39	34.2	34.2	100.0
	Total	114	100.0	100.0	

**K1.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	22	19.3	19.3	19.3
	Tidak Setuju	24	21.1	21.1	40.4
	Netral	24	21.1	21.1	61.4
	Setuju	31	27.2	27.2	88.6
	Sangat Setuju	13	11.4	11.4	100.0
	Total	114	100.0	100.0	

**K1.7**

	Frequency	Percent	Valid Percent	Cumulative Percent



Valid	Tidak Setuju	6	5.3	5.3	5.3
	Netral	24	21.1	21.1	26.3
	Setuju	53	46.5	46.5	72.8
	Sangat Setuju	31	27.2	27.2	100.0
	Total	114	100.0	100.0	

**K1.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	7.0	7.0	7.0
	Netral	23	20.2	20.2	27.2
	Setuju	59	51.8	51.8	78.9
	Sangat Setuju	24	21.1	21.1	100.0
	Total	114	100.0	100.0	

**K1.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	6	5.3	5.3	6.2
	Netral	34	29.8	30.1	36.3
	Setuju	48	42.1	42.5	78.8
	Sangat Setuju	24	21.1	21.2	100.0
	Total	113	99.1	100.0	
Missing	System	1	.9		
Total		114	100.0		

**K1.10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	7	6.1	6.2	7.1
	Netral	33	28.9	29.2	36.3

	Setuju	47	41.2	41.6	77.9
	Sangat Setuju	25	21.9	22.1	100.0
	Total	113	99.1	100.0	
Missing	System	1	.9		
Total		114	100.0		

**K1.11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	6	5.3	5.3	6.2
	Netral	30	26.3	26.5	32.7
	Setuju	49	43.0	43.4	76.1
	Sangat Setuju	27	23.7	23.9	100.0
	Total	113	99.1	100.0	
Missing	System	1	.9		
Total		114	100.0		

**K1.12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	2	1.8	1.8	1.8
	Tidak Setuju	7	6.1	6.1	7.9
	Netral	26	22.8	22.8	30.7
	Setuju	49	43.0	43.0	73.7
	Sangat Setuju	30	26.3	26.3	100.0
	Total	114	100.0	100.0	

**K1.13**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat tidak setuju	1	.9	.9	.9
	Tidak Setuju	6	5.3	5.3	6.1

Netral	28	24.6	24.6	30.7
Setuju	50	43.9	43.9	74.6
Sangat Setuju	29	25.4	25.4	100.0
Total	114	100.0	100.0	

**K1.14**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat tidak setuju	2	1.8	1.8	1.8
Tidak Setuju	3	2.6	2.7	4.4
Netral	21	18.4	18.6	23.0
Setuju	57	50.0	50.4	73.5
Sangat Setuju	30	26.3	26.5	100.0
Total	113	99.1	100.0	
Missing System	1	.9		
Total	114	100.0		

## B. Motivasi Kerja

**MK2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	1.8	1.8	1.8
Netral	29	25.4	25.4	27.2
Setuju	55	48.2	48.2	75.4
Sangat Setuju	28	24.6	24.6	100.0
Total	114	100.0	100.0	

**MK2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	3.5	3.5	3.5
Netral	22	19.3	19.3	22.8
Setuju	47	41.2	41.2	64.0

Sangat Setuju	41	36.0	36.0	100.0
Total	114	100.0	100.0	

### MK2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	3	2.6	2.6	2.6
Netral	25	21.9	21.9	24.6
Setuju	51	44.7	44.7	69.3
Sangat Setuju	35	30.7	30.7	100.0
Total	114	100.0	100.0	

### MK2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	4	3.5	3.5	3.5
Netral	27	23.7	23.7	27.2
Setuju	51	44.7	44.7	71.9
Sangat Setuju	32	28.1	28.1	100.0
Total	114	100.0	100.0	

### MK2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Sangat tidak setuju	1	.9	.9	.9
Tidak Setuju	3	2.6	2.7	3.5
Netral	23	20.2	20.4	23.9
Setuju	50	43.9	44.2	68.1
Sangat Setuju	36	31.6	31.9	100.0
Total	113	99.1	100.0	
Missing System	1	.9		
Total	114	100.0		

**MK2.6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	3.5	3.5	3.5
	Netral	23	20.2	20.2	23.7
	Setuju	49	43.0	43.0	66.7
	Sangat Setuju	38	33.3	33.3	100.0
	Total	114	100.0	100.0	

**MK2.7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	4.4	4.4	4.4
	Netral	29	25.4	25.4	29.8
	Setuju	52	45.6	45.6	75.4
	Sangat Setuju	28	24.6	24.6	100.0
	Total	114	100.0	100.0	

**MK2.8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	6	5.3	5.3	5.3
	Netral	30	26.3	26.3	31.6
	Setuju	48	42.1	42.1	73.7
	Sangat Setuju	30	26.3	26.3	100.0
	Total	114	100.0	100.0	

**MK2.9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	6.1	6.1	6.1
	Netral	26	22.8	22.8	28.9

Setuju	50	43.9	43.9	72.8
Sangat Setuju	31	27.2	27.2	100.0
Total	114	100.0	100.0	

**MK2.10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	1.8	1.8	1.8
Netral	28	24.6	24.6	26.3
Setuju	51	44.7	44.7	71.1
Sangat Setuju	33	28.9	28.9	100.0
Total	114	100.0	100.0	

**C. Kinerja Karyawan**

**KK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	.9	.9	.9
Netral	24	21.1	21.1	21.9
Setuju	50	43.9	43.9	65.8
Sangat Setuju	39	34.2	34.2	100.0
Total	114	100.0	100.0	

**KK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	1.8	1.8	1.8
Netral	21	18.4	18.4	20.2
Setuju	53	46.5	46.5	66.7
Sangat Setuju	38	33.3	33.3	100.0
Total	114	100.0	100.0	

**KK3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	1.8	1.8	1.8
	Netral	23	20.2	20.2	21.9
	Setuju	42	36.8	36.8	58.8
	Sangat Setuju	47	41.2	41.2	100.0
	Total	114	100.0	100.0	

**KK4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	1.8	1.8	1.8
	Netral	22	19.3	19.3	21.1
	Setuju	47	41.2	41.2	62.3
	Sangat Setuju	43	37.7	37.7	100.0
	Total	114	100.0	100.0	

**KK5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	3.5	3.5	3.5
	Netral	24	21.1	21.1	24.6
	Setuju	46	40.4	40.4	64.9
	Sangat Setuju	40	35.1	35.1	100.0
	Total	114	100.0	100.0	

**KK6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	1.8	1.8	1.8
	Netral	16	14.0	14.0	15.8
	Setuju	55	48.2	48.2	64.0

Sangat Setuju	41	36.0	36.0	100.0
Total	114	100.0	100.0	

**KK7**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	.9	.9	.9
Netral	25	21.9	21.9	22.8
Setuju	49	43.0	43.0	65.8
Sangat Setuju	39	34.2	34.2	100.0
Total	114	100.0	100.0	

**KK8**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	1.8	1.8	1.8
Netral	21	18.4	18.4	20.2
Setuju	53	46.5	46.5	66.7
Sangat Setuju	38	33.3	33.3	100.0
Total	114	100.0	100.0	

**KK9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	3	2.6	2.6	2.6
Netral	23	20.2	20.2	22.8
Setuju	58	50.9	50.9	73.7
Sangat Setuju	30	26.3	26.3	100.0
Total	114	100.0	100.0	



**KK9**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	2.6	2.6	2.6
	Netral	23	20.2	20.2	22.8
	Setuju	58	50.9	50.9	73.7
	Sangat Setuju	30	26.3	26.3	100.0
	Total	114	100.0	100.0	

**KK10**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	4	3.5	3.5	3.5
	Netral	30	26.3	26.3	29.8
	Setuju	45	39.5	39.5	69.3
	Sangat Setuju	35	30.7	30.7	100.0
	Total	114	100.0	100.0	

**KK11**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	2.6	2.6	2.6
	Netral	21	18.4	18.4	21.1
	Setuju	49	43.0	43.0	64.0
	Sangat Setuju	41	36.0	36.0	100.0
	Total	114	100.0	100.0	

**KK12**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	3	2.6	2.6	2.6
	Netral	16	14.0	14.0	16.7
	Setuju	41	36.0	36.0	52.6
	Sangat Setuju	54	47.4	47.4	100.0
	Total	114	100.0	100.0	

**Lampiran 5. Hasil output SPSS**

**A. Uji Validitas**

**1. Kompensasi**

		Correlations														
		K1.1	K1.2	K1.3	K1.4	K1.5	K1.6	K1.7	K1.8	K1.9	K1.10	K1.11	K1.12	K1.13	K1.14	Tota1
K1.1	Pearson Correlation	1	.520**	.344**	.301**	.297**	.231*	.367**	.467**	.357**	.418**	.349**	.321**	.311**	.331**	.595**
	Sig. (2-tailed)		.000	.000	.001	.001	.013	.000	.000	.000	.000	.000	.001	.001	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.2	Pearson Correlation	.520**	1	.444**	.365**	.477**	.174	.565**	.648**	.435**	.520**	.424**	.366**	.465**	.429**	.708**
	Sig. (2-tailed)	.000		.000	.000	.000	.063	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.3	Pearson Correlation	.344**	.444**	1	.546**	.537**	-.047	.493**	.350**	.374**	.444**	.366**	.425**	.472**	.488**	.644**
	Sig. (2-tailed)	.000	.000		.000	.000	.617	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.4	Pearson Correlation	.301**	.365**	.546**	1	.384**	-.122	.501**	.376**	.473**	.573**	.349**	.368**	.286**	.320**	.578**
	Sig. (2-tailed)	.001	.000	.000		.000	.195	.000	.000	.000	.000	.000	.000	.002	.001	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.5	Pearson Correlation	.297**	.477**	.537**	.384**	1	-.089	.456**	.391**	.383**	.430**	.380**	.427**	.343**	.307**	.593**
	Sig. (2-tailed)	.001	.000	.000	.000		.348	.000	.000	.000	.000	.000	.000	.000	.001	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114

K1.6	Pearson Correlation	.231*	.174	-.047	-.122	-.089	1	.020	.152	.166	.102	.140	.032	.112	.038	.246**
	Sig. (2-tailed)	.013	.063	.617	.195	.348		.830	.107	.078	.284	.140	.735	.236	.690	.008
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.7	Pearson Correlation	.367**	.565**	.493**	.501**	.456**	.020	1	.582**	.571**	.606**	.449**	.511**	.412**	.461**	.740**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.830		.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.8	Pearson Correlation	.467**	.648**	.350**	.376**	.391**	.152	.582**	1	.588**	.671**	.496**	.524**	.426**	.428**	.752**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.107	.000		.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.9	Pearson Correlation	.357**	.435**	.374**	.473**	.383**	.166	.571**	.588**	1	.772**	.475**	.515**	.425**	.409**	.743**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.078	.000	.000		.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.10	Pearson Correlation	.418**	.520**	.444**	.573**	.430**	.102	.606**	.671**	.772**	1	.544**	.514**	.438**	.453**	.791**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.284	.000	.000	.000		.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.11	Pearson Correlation	.349**	.424**	.366**	.349**	.380**	.140	.449**	.496**	.475**	.544**	1	.716**	.639**	.653**	.748**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.140	.000	.000	.000	.000		.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.12	Pearson Correlation	.321**	.366**	.425**	.368**	.427**	.032	.511**	.524**	.515**	.514**	.716**	1	.682**	.687**	.741**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.032	.000	.000	.000	.000	.000		.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114

	Sig. (2-tailed)	.001	.000	.000	.000	.000	.735	.000	.000	.000	.000	.000		.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.13	Pearson Correlation	.311**	.465**	.472**	.286**	.343**	.112	.412**	.426**	.425**	.438**	.639**	.682**	1	.769**	.711**
	Sig. (2-tailed)	.001	.000	.000	.002	.000	.236	.000	.000	.000	.000	.000	.000		.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
K1.14	Pearson Correlation	.331**	.429**	.488**	.320**	.307**	.038	.461**	.428**	.409**	.453**	.653**	.687**	.769**	1	.708**
	Sig. (2-tailed)	.000	.000	.000	.001	.001	.690	.000	.000	.000	.000	.000	.000	.000		.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114
Totals	Pearson Correlation	.595**	.708**	.644**	.578**	.593**	.246**	.740**	.752**	.743**	.791**	.748**	.741**	.711**	.708**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.008	.000	.000	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114

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

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

## 2. Motivasi kerja

### Correlations

	MK2.1	MK2.2	MK2.3	MK2.4	MK2.5	MK2.6	MK2.7	MK2.8	MK2.9	MK2.10	Totals
	1	2	3	4	5	6	7	8	9	0	IX2
MK2.1 Pearson Correlation	1	.528*	.603*	.544*	.354*	.501*	.606*	.635*	.550*	.584**	.747**
		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
		114	114	114	114	114	114	114	114	114	114
MK2.2 Pearson Correlation	.528*	1	.596*	.527*	.441*	.548*	.547*	.488*	.467*	.490**	.718**

	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114
MK2.3	Pearson Correlation	.603*	.596*	1	.615*	.543*	.482*	.601*	.576*	.621*	.596**	.793**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114
MK2.4	Pearson Correlation	.544*	.527*	.615*	1	.454*	.491*	.619*	.593*	.639*	.557**	.777**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114
MK2.5	Pearson Correlation	.354*	.441*	.543*	.454*	1	.640*	.484*	.596*	.504*	.475**	.708**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114
MK2.6	Pearson Correlation	.501*	.548*	.482*	.491*	.640*	1	.573*	.650*	.542*	.591**	.769**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114
MK2.7	Pearson Correlation	.606*	.547*	.601*	.619*	.484*	.573*	1	.705*	.689*	.582**	.817**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114
MK2.8	Pearson Correlation	.635*	.488*	.576*	.593*	.596*	.650*	.705*	1	.695*	.623**	.846**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000

N		114	114	114	114	114	114	114	114	114	114	114
MK2.9	Pearson	.550*	.467*	.621*	.639*	.504*	.542*	.689*	.695*	1	.670**	.823**
	Correlation	*	*	*	*	*	*	*	*			
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
N		114	114	114	114	114	114	114	114	114	114	114
MK2.10	Pearson	.584*	.490*	.596*	.557*	.475*	.591*	.582*	.623*	.670*	1	.784**
	Correlation	*	*	*	*	*	*	*	*	*		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
N		114	114	114	114	114	114	114	114	114	114	114
Total X2	Pearson	.747*	.718*	.793*	.777*	.708*	.769*	.817*	.846*	.823*	.784**	1
	Correlation	*	*	*	*	*	*	*	*	*	*	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N		114	114	114	114	114	114	114	114	114	114	114

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

### 3.Kinerja karyawan

Correlations

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	Total Y
KK1	1	.603**	.611**	.678**	.639**	.484**	.599**	.588**	.535**	.540**	.442**	.482**	.756**
		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK2	.603**	1	.554**	.604**	.625**	.531**	.645**	.557**	.565**	.417**	.471**	.569**	.749**
	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	114	114	114	114	114	114	114	114	114	114	114	114	114

KK3	Pearson Correlation	.611 **	.554 **	1	.677 **	.671 **	.538 **	.580 **	.540 **	.572 **	.458 **	.471 **	.588 **	.765 **
	Sig. (2- tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK4	Pearson Correlation	.678 **	.604 **	.677 **	1	.692 **	.577 **	.645 **	.575 **	.707 **	.615 **	.559 **	.589 **	.833 **
	Sig. (2- tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK5	Pearson Correlation	.639 **	.625 **	.671 **	.692 **	1	.653 **	.703 **	.625 **	.681 **	.539 **	.568 **	.653 **	.848 **
	Sig. (2- tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK6	Pearson Correlation	.484 **	.531 **	.538 **	.577 **	.653 **	1	.639 **	.563 **	.663 **	.562 **	.653 **	.660 **	.789 **
	Sig. (2- tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK7	Pearson Correlation	.599 **	.645 **	.580 **	.645 **	.703 **	.639 **	1	.614 **	.651 **	.576 **	.483 **	.539 **	.806 **
	Sig. (2- tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK8	Pearson Correlation	.588 **	.557 **	.540 **	.575 **	.625 **	.563 **	.614 **	1	.688 **	.650 **	.558 **	.612 **	.795 **
	Sig. (2- tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK9	Pearson Correlation	.535 **	.565 **	.572 **	.707 **	.681 **	.663 **	.651 **	.688 **	1	.745 **	.640 **	.664 **	.853 **
	Sig. (2- tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114

	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114	114	114	114	114	114	
KK10	Pearson Correlation	.540**	.417**	.458**	.615**	.539**	.562**	.576**	.650**	.745**	1	.515**	.635**	.765**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK11	Pearson Correlation	.442**	.471**	.471**	.559**	.568**	.653**	.483**	.558**	.640**	.515**	1	.675**	.740**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
KK12	Pearson Correlation	.482**	.569**	.588**	.589**	.653**	.660**	.539**	.612**	.664**	.635**	.675**	1	.808**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	114	114	114	114	114	114	114	114	114	114	114	114	114
TOTAL Y	Pearson Correlation	.756**	.749**	.765**	.833**	.848**	.789**	.806**	.795**	.853**	.765**	.740**	.808**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	114	114	114	114	114	114	114	114	114	114	114	114	114

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

## B. Uji reliabilitas

### 1. Kompensasi

**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded <sup>a</sup>	0	.0
	Total	114	100.0

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



**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.946	.946	12

**2. Motivasi kerja**

**Case Processing Summary**

		N	%
Cases	Valid	113	99.1
	Excluded <sup>a</sup>	1	.9
	Total	114	100.0

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

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.928	.928	10

**3. Kinerja karyawan**

**Case Processing Summary**

		N	%
Cases	Valid	114	100.0
	Excluded <sup>a</sup>	0	.0
	Total	114	100.0

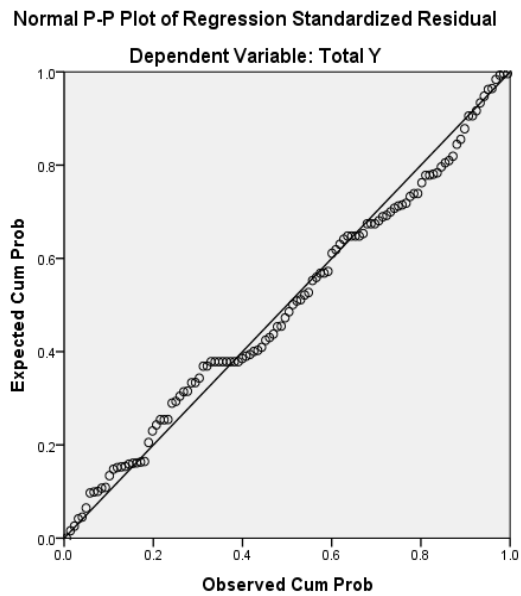
a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.946	.946	12

## C. Asumsi Klasik

### 1. Normalitas



#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		114
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	5.63288812
Most Extreme Differences	Absolute	.061
	Positive	.057
	Negative	-.061
Test Statistic		.061
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

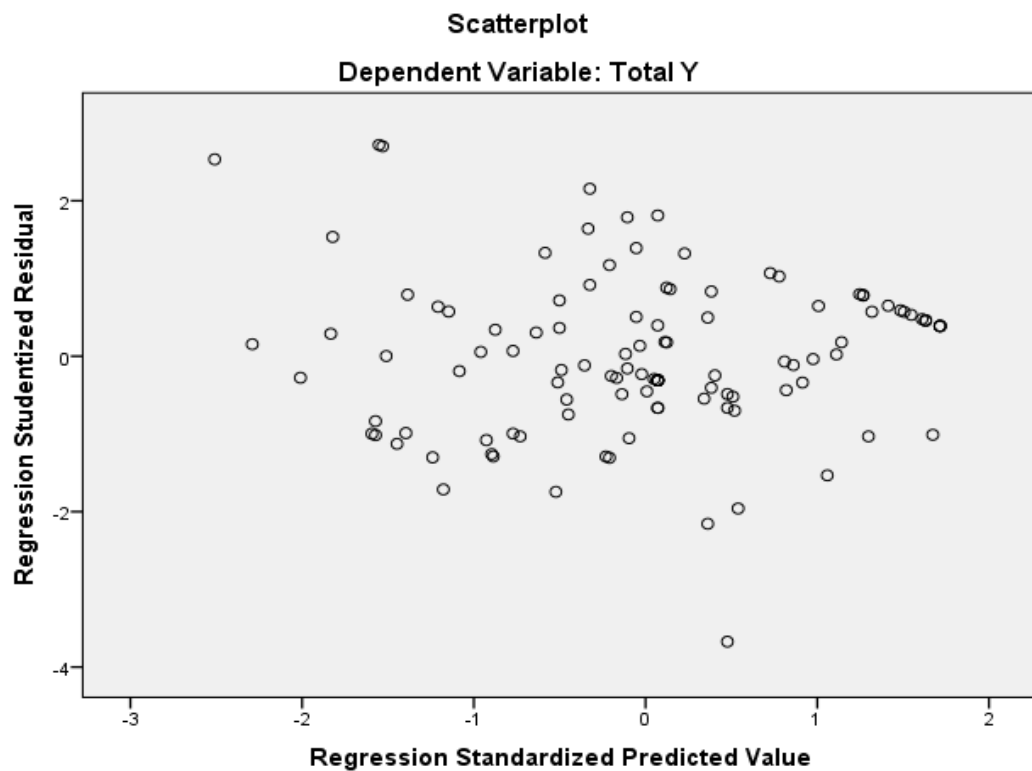
d. This is a lower bound of the true significance.

## 2. Uji Multikolinieritas

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	17.432	3.653		4.771	.000
	Total X1	.103	.103	.114	.995	.322
	Total X2	.665	.134	.565	4.955	.000

a. Dependent Variable: Total Y

## 3. Uji heteroskedastisitas



#### 4. Analisis regresi Berganda

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Total X2, Total X1 <sup>b</sup>		Enter

a. Dependent Variable: Total Y

b. All requested variables entered.

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.658 <sup>a</sup>	.432	.422	5.683

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	2732.197	2	1366.099	42.293	.000 <sup>b</sup>
	Residual	3585.425	111	32.301		
	Total	6317.623	113			

a. Dependent Variable: Total Y

b. Predictors: (Constant), Total X2, Total X1

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.432	3.653		4.771	.000
	Total X1	.103	.103	.114	.995	.322
	Total X2	.665	.134	.565	4.955	.000

a. Dependent Variable: Total Y

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Total X1	Total X2
1	1	2.980	1.000	.00	.00	.00
	2	.014	14.454	.99	.09	.13
	3	.005	23.811	.01	.91	.87

a. Dependent Variable: Total Y

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	37.08	57.84	49.41	4.917	114
Std. Predicted Value	-2.509	1.715	.000	1.000	114
Standard Error of Predicted Value	.549	1.718	.875	.292	114
Adjusted Predicted Value	36.12	57.85	49.40	4.919	114
Residual	-20.754	15.219	.000	5.633	114
Std. Residual	-3.652	2.678	.000	.991	114
Stud. Residual	-3.672	2.719	.001	1.003	114
Deleted Residual	-20.988	15.692	.009	5.775	114
Stud. Deleted Residual	-3.900	2.802	.001	1.020	114
Mahal. Distance	.061	9.334	1.982	2.103	114
Cook's Distance	.000	.147	.008	.018	114
Centered Leverage Value	.001	.083	.018	.019	114

a. Dependent Variable: Total Y

**5. Uji Hipotesis**

**Coefficients<sup>a</sup>**








Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	17.432	3.653		4.771	.000		
Total X1	.103	.103	.114	.995	.322	.393	2.546
Total X2	.665	.134	.565	4.955	.000	.393	2.546

a. Dependent Variable: Total Y



**FAKULTAS EKONOMI BISNIS DAN POLITIK**  
**UNIVERSITAS MUHAMMADIYAH KALIMANTAN TIMUR**  
**KARTU KENDALI BIMBINGAN SKRIPSI**

Nama Mahasiswa : Muhammad ISNIN  
 NIM : 1811102931168  
 Program Studi : MANAJEMEN SI  
 Bimbingan Mulai : \_\_\_\_\_  
 Judul Skripsi : Pengaruh kompensasi dan motivasi kerja terhadap  
kinerja karyawan

No	Tanggal	Permasalahan	Paraf Pembimbing
1	2/02 -2022	Pertemuan online / Judul	
2	8/02 -2022	konsultasi bab 1 / Rempot Penelitian	
3	15/02 -2022	konsultasi Bab 1	
4	4/03 /2022	konsultasi Bab 2	
5	18/03 -2022	konsultasi Bab 2/3	
6	28/03 -2022	konsultasi Bab 4/5	
7	30/05 -2022	konsultasi Bab 4/5	




Samarinda, ..... 2022

Pembimbing,

  
(Dr. M. Rinda Sk., S.H., M.Si)

## Pengaruh Kompensasi dan Motivasi Kerja Terhadap Kinerja Karyawan di PT. PLN (Persero) Area Samarinda

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