

Lampiran 4 Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5
X1.1	Pearson Correlation	1	.710**	.663**	.493**	.528**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	50	50	50	50	50
X1.2	Pearson Correlation	.710**	1	.611**	.296*	.427**
	Sig. (2-tailed)	.000		.000	.037	.002
	N	50	50	50	50	50
X1.3	Pearson Correlation	.663**	.611**	1	.667**	.464**
	Sig. (2-tailed)	.000	.000		.000	.001
	N	50	50	50	50	50
X1.4	Pearson Correlation	.493**	.296*	.667**	1	.339*
	Sig. (2-tailed)	.000	.037	.000		.016
	N	50	50	50	50	50
X1.5	Pearson Correlation	.528**	.427**	.464**	.339*	1
	Sig. (2-tailed)	.000	.002	.001	.016	
	N	50	50	50	50	50
X1.6	Pearson Correlation	.364**	.361*	.505**	.370**	.717**
	Sig. (2-tailed)	.009	.010	.000	.008	.000
	N	50	50	50	50	50
X1.7	Pearson Correlation	.446**	.363**	.590**	.498**	.754**
	Sig. (2-tailed)	.001	.010	.000	.000	.000
	N	50	50	50	50	50
Kompensasi Langsung	Pearson Correlation	.775**	.685**	.815**	.657**	.824**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	50	50	50	50	50

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

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

Correlations

		X1.6	X1.7	Kompensasi Langsung
X1.1	Pearson Correlation	.364**	.446**	.775**
	Sig. (2-tailed)	.009	.001	.000
	N	50	50	50
X1.2	Pearson Correlation	.361*	.363**	.685**
	Sig. (2-tailed)	.010	.010	.000
	N	50	50	50
X1.3	Pearson Correlation	.505**	.590**	.815**
	Sig. (2-tailed)	.000	.000	.000
	N	50	50	50
X1.4	Pearson Correlation	.370**	.498**	.657**
	Sig. (2-tailed)	.008	.000	.000
	N	50	50	50
X1.5	Pearson Correlation	.717**	.754**	.824**
	Sig. (2-tailed)	.000	.000	.000
	N	50	50	50
X1.6	Pearson Correlation	1	.687**	.764**
	Sig. (2-tailed)		.000	.000
	N	50	50	50

X1.7	Pearson Correlation	.687**	1	.827**
	Sig. (2-tailed)	.000		.000
	N	50	50	50
Kompensasi Langsung	Pearson Correlation	.764**	.827**	1
	Sig. (2-tailed)	.000	.000	
	N	50	50	50

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

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

Correlations

		X2.1	X2.2	X2.3	X2.4
X2.1	Pearson Correlation	1	.685**	.669**	.341*
	Sig. (2-tailed)		.000	.000	.015
	N	50	50	50	50
X2.2	Pearson Correlation	.685**	1	.654**	.141
	Sig. (2-tailed)	.000		.000	.330
	N	50	50	50	50
X2.3	Pearson Correlation	.669**	.654**	1	.491**
	Sig. (2-tailed)	.000	.000		.000
	N	50	50	50	50
X2.4	Pearson Correlation	.341*	.141	.491**	1
	Sig. (2-tailed)	.015	.330	.000	
	N	50	50	50	50
X2.5	Pearson Correlation	.419**	.230	.433**	.425**
	Sig. (2-tailed)	.002	.108	.002	.002
	N	50	50	50	50
X2.6	Pearson Correlation	.636**	.476**	.667**	.575**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	50	50	50	50
X2.7	Pearson Correlation	.330*	.320*	.409**	.413**
	Sig. (2-tailed)	.019	.024	.003	.003
	N	50	50	50	50
X2.8	Pearson Correlation	.436**	.397**	.403**	.314*
	Sig. (2-tailed)	.002	.004	.004	.026
	N	50	50	50	50
Kompensasi Tidak Langsung	Pearson Correlation	.796**	.679**	.830**	.639**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	50	50	50	50

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

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

Correlations

		X2.5	X2.6	X2.7	X2.8
X2.1	Pearson Correlation	.419**	.636**	.330*	.436**
	Sig. (2-tailed)	.002	.000	.019	.002
	N	50	50	50	50
X2.2	Pearson Correlation	.230	.476**	.320*	.397**
	Sig. (2-tailed)	.108	.000	.024	.004
	N	50	50	50	50



X2.3	Pearson Correlation	.433**	.667**	.409**	.403**
	Sig. (2-tailed)	.002	.000	.003	.004
	N	50	50	50	50
X2.4	Pearson Correlation	.425**	.575**	.413**	.314*
	Sig. (2-tailed)	.002	.000	.003	.026
	N	50	50	50	50
X2.5	Pearson Correlation	1	.498**	.390**	.400**
	Sig. (2-tailed)		.000	.005	.004
	N	50	50	50	50
X2.6	Pearson Correlation	.498**	1	.481**	.498**
	Sig. (2-tailed)	.000		.000	.000
	N	50	50	50	50
X2.7	Pearson Correlation	.390**	.481**	1	.853**
	Sig. (2-tailed)	.005	.000		.000
	N	50	50	50	50
X2.8	Pearson Correlation	.400**	.498**	.853**	1
	Sig. (2-tailed)	.004	.000	.000	
	N	50	50	50	50
Kompensasi Tidak Langsung	Pearson Correlation	.677**	.836**	.664**	.685**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	50	50	50	50

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

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

Correlations

		Kompensasi Tidak Langsung
X2.1	Pearson Correlation	.796**
	Sig. (2-tailed)	.000
	N	50
X2.2	Pearson Correlation	.679**
	Sig. (2-tailed)	.000
	N	50
X2.3	Pearson Correlation	.830**
	Sig. (2-tailed)	.000
	N	50
X2.4	Pearson Correlation	.639**
	Sig. (2-tailed)	.000
	N	50
X2.5	Pearson Correlation	.677**
	Sig. (2-tailed)	.000
	N	50
X2.6	Pearson Correlation	.836**
	Sig. (2-tailed)	.000
	N	50
X2.7	Pearson Correlation	.664**
	Sig. (2-tailed)	.000
	N	50
X2.8	Pearson Correlation	.685**
	Sig. (2-tailed)	.000
	N	50

Kompensasi Tidak Langsung	Pearson Correlation Sig. (2-tailed)	1
	N	50

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

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8
Y1	Pearson Correlation	1	.178	.080	.309*	.204	.094	.216	.135
	Sig. (2-tailed)		.217	.582	.032	.156	.514	.131	.350
	N	50	50	50	48	50	50	50	50
Y2	Pearson Correlation	.178	1	.872**	.769**	-.217	-.145	.025	.131
	Sig. (2-tailed)	.217		.000	.000	.131	.314	.862	.365
	N	50	50	50	48	50	50	50	50
Y3	Pearson Correlation	.080	.872**	1	.707**	-.213	-.113	.102	.082
	Sig. (2-tailed)	.582	.000		.000	.137	.434	.483	.573
	N	50	50	50	48	50	50	50	50
Y4	Pearson Correlation	.309*	.769**	.707**	1	-.146	-.131	.065	.109
	Sig. (2-tailed)	.032	.000	.000		.323	.375	.660	.462
	N	48	48	48	48	48	48	48	48
Y5	Pearson Correlation	.204	-.217	-.213	-.146	1	.702**	.632**	.299*
	Sig. (2-tailed)	.156	.131	.137	.323		.000	.000	.035
	N	50	50	50	48	50	50	50	50
Y6	Pearson Correlation	.094	-.145	-.113	-.131	.702**	1	.711**	.449**
	Sig. (2-tailed)	.514	.314	.434	.375	.000		.000	.001
	N	50	50	50	48	50	50	50	50
Y7	Pearson Correlation	.216	.025	.102	.065	.632**	.711**	1	.504**
	Sig. (2-tailed)	.131	.862	.483	.660	.000	.000		.000
	N	50	50	50	48	50	50	50	50
Y8	Pearson Correlation	.135	.131	.082	.109	.299*	.449**	.504**	1
	Sig. (2-tailed)	.350	.365	.573	.462	.035	.001	.000	
	N	50	50	50	48	50	50	50	50
Y9	Pearson Correlation	.130	-.108	-.137	.030	.715**	.692**	.755**	.645**
	Sig. (2-tailed)	.368	.454	.341	.841	.000	.000	.000	.000
	N	50	50	50	48	50	50	50	50
Y10	Pearson Correlation	.115	.006	-.013	.020	.497**	.532**	.408**	.305*
	Sig. (2-tailed)	.428	.965	.927	.890	.000	.000	.003	.031
	N	50	50	50	48	50	50	50	50
Y11	Pearson Correlation	.175	-.051	-.016	-.016	.563**	.573**	.473**	.430**
	Sig. (2-tailed)	.224	.725	.910	.915	.000	.000	.001	.002
	N	50	50	50	48	50	50	50	50



Y12	Pearson Correlation	.214	-.148	-.169	.023	.575**	.395**	.397**	.208
	Sig. (2-tailed)	.135	.305	.241	.876	.000	.005	.004	.147
	N	50	50	50	48	50	50	50	50
Y13	Pearson Correlation	-.030	-.234	-.183	-.199	.779**	.675**	.654**	.311*
	Sig. (2-tailed)	.836	.102	.204	.174	.000	.000	.000	.028
	N	50	50	50	48	50	50	50	50
Y14	Pearson Correlation	.171	-.101	-.076	-.093	.738**	.770**	.734**	.514**
	Sig. (2-tailed)	.234	.484	.599	.528	.000	.000	.000	.000
	N	50	50	50	48	50	50	50	50
Y15	Pearson Correlation	-.001	-.232	-.178	-.310*	.659**	.629**	.571**	.393**
	Sig. (2-tailed)	.992	.104	.215	.032	.000	.000	.000	.005
	N	50	50	50	48	50	50	50	50
Y16	Pearson Correlation	.114	-.050	.058	-.108	.632**	.604**	.640**	.459**
	Sig. (2-tailed)	.432	.728	.687	.463	.000	.000	.000	.001
	N	50	50	50	48	50	50	50	50
Semangat Kerja Pegawai	Pearson Correlation	.341*	.299*	.316*	.328*	.691**	.706**	.782**	.577**
	Sig. (2-tailed)	.015	.035	.025	.023	.000	.000	.000	.000
	N	50	50	50	48	50	50	50	50

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

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

Correlations

		Y9	Y10	Y11	Y12	Y13	Y14	Y15
Y1	Pearson Correlation	.130	.115	.175	.214	-.030	.171	-.001
	Sig. (2-tailed)	.368	.428	.224	.135	.836	.234	.992
	N	50	50	50	50	50	50	50
Y2	Pearson Correlation	-.108	.006	-.051	-.148	-.234	-.101	-.232
	Sig. (2-tailed)	.454	.965	.725	.305	.102	.484	.104
	N	50	50	50	50	50	50	50
Y3	Pearson Correlation	-.137	-.013	-.016	-.169	-.183	-.076	-.178
	Sig. (2-tailed)	.341	.927	.910	.241	.204	.599	.215
	N	50	50	50	50	50	50	50
Y4	Pearson Correlation	.030	.020	-.016	.023	-.199	-.093	-.310*
	Sig. (2-tailed)	.841	.890	.915	.876	.174	.528	.032
	N	48	48	48	48	48	48	48
Y5	Pearson Correlation	.715**	.497**	.563**	.575**	.779**	.738**	.659**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50
Y6	Pearson Correlation	.692**	.532**	.573**	.395**	.675**	.770**	.629**
	Sig. (2-tailed)	.000	.000	.000	.005	.000	.000	.000
	N	50	50	50	50	50	50	50

Y7	Pearson Correlation	.755**	.408**	.473**	.397**	.654**	.734**	.571**
	Sig. (2-tailed)	.000	.003	.001	.004	.000	.000	.000
	N	50	50	50	50	50	50	50
Y8	Pearson Correlation	.645**	.305*	.430**	.208	.311*	.514**	.393**
	Sig. (2-tailed)	.000	.031	.002	.147	.028	.000	.005
	N	50	50	50	50	50	50	50
Y9	Pearson Correlation	1	.565**	.639**	.654**	.735**	.774**	.606**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50
Y10	Pearson Correlation	.565**	1	.791**	.571**	.571**	.626**	.552**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50
Y11	Pearson Correlation	.639**	.791**	1	.573**	.638**	.653**	.620**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	50	50	50	50	50	50	50
Y12	Pearson Correlation	.654**	.571**	.573**	1	.575**	.475**	.598**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	50	50	50	50	50	50	50
Y13	Pearson Correlation	.735**	.571**	.638**	.575**	1	.858**	.809**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	50	50	50	50	50	50	50
Y14	Pearson Correlation	.774**	.626**	.653**	.475**	.858**	1	.749**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	50	50	50	50	50	50	50
Y15	Pearson Correlation	.606**	.552**	.620**	.598**	.809**	.749**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50
Y16	Pearson Correlation	.565**	.512**	.526**	.418**	.662**	.776**	.788**
	Sig. (2-tailed)	.000	.000	.000	.003	.000	.000	.000
	N	50	50	50	50	50	50	50
Semangat Kerja Pegawai	Pearson Correlation	.779**	.681**	.723**	.605**	.710**	.817**	.666**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50

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

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

Correlations

		Y16	Semangat Kerja Pegawai
Y1	Pearson Correlation	.114	.341*
	Sig. (2-tailed)	.432	.015
	N	50	50

Y2	Pearson Correlation Sig. (2-tailed) N	-.050 .728 50	.299* .035 50
Y3	Pearson Correlation Sig. (2-tailed) N	.058 .687 50	.316* .025 50
Y4	Pearson Correlation Sig. (2-tailed) N	-.108 .463 48	.328* .023 48
Y5	Pearson Correlation Sig. (2-tailed) N	.632** .000 50	.691** .000 50
Y6	Pearson Correlation Sig. (2-tailed) N	.604** .000 50	.706** .000 50
Y7	Pearson Correlation Sig. (2-tailed) N	.640** .000 50	.782** .000 50
Y8	Pearson Correlation Sig. (2-tailed) N	.459** .001 50	.577** .000 50
Y9	Pearson Correlation Sig. (2-tailed) N	.565** .000 50	.779** .000 50
Y10	Pearson Correlation Sig. (2-tailed) N	.512** .000 50	.681** .000 50
Y11	Pearson Correlation Sig. (2-tailed) N	.526** .000 50	.723** .000 50
Y12	Pearson Correlation Sig. (2-tailed) N	.418** .003 50	.605** .000 50
Y13	Pearson Correlation Sig. (2-tailed) N	.662** .000 50	.710** .000 50
Y14	Pearson Correlation Sig. (2-tailed) N	.776** .000 50	.817** .000 50
Y15	Pearson Correlation Sig. (2-tailed) N	.788** .000 50	.666** .000 50
Y16	Pearson Correlation Sig. (2-tailed) N	1 .000 50	.732** .000 50
Semangat Kerja Pegawai	Pearson Correlation Sig. (2-tailed) N	.732** .000 50	1 50

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

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

Lampiran 5 Uji Reliabilitas

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	48	96.0
	Excluded ^a	2	4.0
	Total	50	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.921	31

Item Statistics

	Mean	Std. Deviation	N
X1.1	2.9792	1.02084	48
X1.2	3.4167	.84635	48
X1.3	3.4167	.87113	48
X1.4	3.5833	.84635	48
X1.5	3.1458	1.32070	48
X1.6	3.0000	1.01058	48
X1.7	3.4167	1.06857	48
X2.1	3.0000	1.12987	48
X2.2	2.5625	1.04995	48
X2.3	2.9167	1.12672	48
X2.4	3.6250	1.00266	48
X2.5	3.1667	1.26042	48
X2.6	3.3125	1.01387	48
X2.7	3.9792	.72902	48
X2.8	4.1042	.72169	48
Y1	3.8542	.77156	48
Y2	2.5000	1.07188	48
Y3	2.5417	1.12908	48
Y4	2.1458	1.07168	48
Y5	4.1458	.68384	48
Y6	3.9583	.71335	48
Y7	4.1042	.69158	48
Y8	4.1875	.49060	48
Y9	4.1458	.65199	48
Y10	3.7500	.72932	48
Y11	3.7917	.68287	48
Y12	3.8958	.62704	48
Y13	4.1458	.79866	48
Y14	4.1875	.70428	48
Y15	4.1250	.76144	48
Y16	4.2292	.66010	48

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	106.3542	213.766	.578	.917
X1.2	105.9167	219.014	.492	.918
X1.3	105.9167	216.546	.575	.917
X1.4	105.7500	218.787	.501	.918
X1.5	106.1875	206.581	.625	.917
X1.6	106.3333	212.227	.639	.916
X1.7	105.9167	212.589	.588	.917
X2.1	106.3333	208.142	.694	.915
X2.2	106.7708	215.755	.493	.918
X2.3	106.4167	211.908	.576	.917
X2.4	105.7083	219.360	.394	.920
X2.5	106.1667	209.333	.579	.917
X2.6	106.0208	207.638	.801	.914
X2.7	105.3542	218.276	.615	.917
X2.8	105.2292	217.457	.661	.917
Y1	105.4792	224.297	.310	.921
Y2	106.8333	227.461	.107	.925
Y3	106.7917	226.807	.117	.925
Y4	107.1875	225.347	.173	.924
Y5	105.1875	218.113	.667	.917
Y6	105.3750	221.090	.493	.919
Y7	105.2292	220.478	.540	.918
Y8	105.1458	227.361	.301	.920
Y9	105.1875	220.156	.593	.918
Y10	105.5833	218.035	.626	.917
Y11	105.5417	219.062	.620	.917
Y12	105.4375	220.124	.620	.917
Y13	105.1875	218.539	.545	.918
Y14	105.1458	218.680	.618	.917
Y15	105.2083	220.849	.470	.919
Y16	105.1042	221.159	.533	.918

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
109.3333	232.057	15.23341	31

Lampiran 6 Analisis Regresi

Descriptive Statistics

	Mean	Std. Deviation	N
Semangat Kerja Pegawai	59.5400	7.05434	50
Kompensasi Langsung	22.9000	5.31555	50
Kompensasi Tidak Langsung	26.5200	5.83179	50

Correlations

		Semangat Kerja Pegawai	Kompensasi Langsung	Kompensasi Tidak Langsung
Pearson Correlation	Semangat Kerja Pegawai	1.000	.380	.518
	Kompensasi Langsung	.380	1.000	.702
	Kompensasi Tidak Langsung	.518	.702	1.000
Sig. (1-tailed)	Semangat Kerja Pegawai	.	.003	.000
	Kompensasi Langsung	.003	.	.000
	Kompensasi Tidak Langsung	.000	.000	.
N	Semangat Kerja Pegawai	50	50	50
	Kompensasi Langsung	50	50	50
	Kompensasi Tidak Langsung	50	50	50

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kompensasi Tidak Langsung, Kompensasi Langsung ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Semangat Kerja Pegawai

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.518 ^a	.269	.238	6.15957	1.796

- a. Predictors: (Constant), Kompensasi Tidak Langsung, Kompensasi Langsung
- b. Dependent Variable: Semangat Kerja Pegawai

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	655.227	2	327.614	8.635	.001 ^a
	Residual	1783.193	47	37.940		
	Total	2438.420	49			

- a. Predictors: (Constant), Kompensasi Tidak Langsung, Kompensasi Langsung
- b. Dependent Variable: Semangat Kerja Pegawai

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	42.677	4.321		9.877	.000
	Kompensasi Langsung	.042	.233	.032	.181	.857
	Kompensasi Tidak Langsung	.600	.212	.496	2.829	.007

- a. Dependent Variable: Semangat Kerja Pegawai

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Kompensasi Langsung	.507	1.973
	Kompensasi Tidak Langsung	.507	1.973

- a. Dependent Variable: Semangat Kerja Pegawai



Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kompensasi Langsung	Kompensasi Tidak Langsung
1	1	2.958	1.000	.00	.00	.00
	2	.028	10.355	.97	.21	.09
	3	.014	14.488	.02	.78	.91
	dimensi on1					

a. Dependent Variable: Semangat Kerja Pegawai

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	52.2487	66.5529	59.5400	3.65677	50
Std. Predicted Value	-1.994	1.918	.000	1.000	50
Standard Error of Predicted Value	.885	3.691	1.421	.512	50
Adjusted Predicted Value	50.1471	66.9169	59.4324	3.78794	50
Residual	-13.54228	16.55957	.00000	6.03255	50
Std. Residual	-2.199	2.688	.000	.979	50
Stud. Residual	-2.286	2.743	.008	1.013	50
Deleted Residual	-14.64524	17.23422	.10764	6.46177	50
Stud. Deleted Residual	-2.399	2.961	.014	1.041	50
Mahal. Distance	.030	16.614	1.960	2.658	50
Cook's Distance	.000	.142	.024	.040	50
Centered Leverage Value	.001	.339	.040	.054	50

a. Dependent Variable: Semangat Kerja Pegawai

