

Uji Validitas dan Reliabilitas

Uji Validitas

Uji Validitas Variabel Motivasi Kerja dan Kepuasan Kerja

No	r hitung	r table	sig	ket	No	r hitung	r tabel	sig	ket
Motivasi Kerja					Kepuasan Kerja				
1	0,541	0,325	0,001	valid	1	0,417	0,325	0,010	valid
2	0,680	0,325	0,000	valid	2	0,389	0,325	0,017	valid
3	0,466	0,325	0,004	valid	3	0,543	0,325	0,001	valid
4	0,528	0,325	0,001	valid	4	0,443	0,325	0,006	valid
5	0,505	0,325	0,001	valid	5	0,683	0,325	0,000	valid
6	0,675	0,325	0,000	valid	6	0,436	0,325	0,007	valid
7	0,406	0,325	0,013	valid	7	0,355	0,325	0,031	valid
8	0,514	0,325	0,001	valid	8	0,564	0,325	0,000	valid
9	0,532	0,325	0,001	valid	9	0,492	0,325	0,002	valid
10	0,611	0,325	0,000	valid	10	0,493	0,325	0,002	valid
11	0,588	0,325	0,000	valid	11	0,528	0,325	0,001	valid
12	0,476	0,325	0,003	valid	12	0,365	0,325	0,026	valid
13	0,533	0,325	0,001	valid	13	0,680	0,325	0,000	valid
14	0,505	0,325	0,001	valid	14	0,528	0,325	0,001	valid
15	0,408	0,325	0,012	valid	15	0,544	0,325	0,000	valid
16	0,561	0,325	0,000	valid	16	0,473	0,325	0,003	valid
17	0,537	0,325	0,001	valid	17	0,444	0,325	0,006	valid
18	0,468	0,325	0,004	valid	18	0,515	0,325	0,001	valid
19	0,435	0,325	0,007	valid	19	0,494	0,325	0,002	valid
20	0,395	0,325	0,016	valid	20	0,486	0,325	0,002	valid
21	0,434	0,325	0,007	valid	21	0,569	0,325	0,000	valid
22	0,595	0,325	0,000	valid	22	0,354	0,325	0,032	valid
23	0,539	0,325	0,001	valid	23	0,611	0,325	0,000	valid
24	0,549	0,325	0,000	valid	24	0,448	0,325	0,005	valid
25	0,594	0,325	0,000	valid	25	0,502	0,325	0,002	valid

Uji Validitas dan Reliabilitas

Variabel Motivasi Kerja

Correlations

		Mo1	Mo2	Mo3	Mo4	Mo5	Mo6	Mo7	Mo8	Mo9	Motivasi	
Spearman's rho	Mo1	Correlation Coefficient	1,000	,214	,188	,177	,341*	,557**	,013	,445**	,142	,541**
		Sig. (2-tailed)	.	,203	,264	,295	,039	,000	,939	,006	,402	,001
		N	37	37	37	37	37	37	37	37	37	37
	Mo2	Correlation Coefficient	,214	1,000	,623**	,695**	,495**	,228	,315	,382*	,478**	,680**
		Sig. (2-tailed)	,203	.	,000	,000	,002	,174	,058	,019	,003	,000
		N	37	37	37	37	37	37	37	37	37	37
	Mo3	Correlation Coefficient	,188	,623**	1,000	,740**	,376*	,253	,000	,548**	,053	,466**
		Sig. (2-tailed)	,264	,000	.	,000	,022	,130	1,000	,000	,756	,004
		N	37	37	37	37	37	37	37	37	37	37
	Mo4	Correlation Coefficient	,177	,695**	,740**	1,000	,479**	,334*	,113	,521**	,338*	,528**
		Sig. (2-tailed)	,295	,000	,000	.	,003	,044	,505	,001	,041	,001
		N	37	37	37	37	37	37	37	37	37	37
Mo5	Correlation Coefficient	,341*	,495**	,376*	,479**	1,000	,434**	,114	,331*	,315	,505**	
	Sig. (2-tailed)	,039	,002	,022	,003	.	,007	,501	,045	,057	,001	
	N	37	37	37	37	37	37	37	37	37	37	
Mo6	Correlation Coefficient	,557**	,228	,253	,334*	,434**	1,000	,358*	,380*	,272	,675**	
	Sig. (2-tailed)	,000	,174	,130	,044	,007	.	,029	,020	,103	,000	
	N	37	37	37	37	37	37	37	37	37	37	
Mo7	Correlation Coefficient	,013	,315	,000	,113	,114	,358*	1,000	-,076	,335*	,406*	
	Sig. (2-tailed)	,939	,058	1,000	,505	,501	,029	.	,657	,043	,013	
	N	37	37	37	37	37	37	37	37	37	37	
Mo8	Correlation Coefficient	,445**	,382*	,548**	,521**	,331*	,380*	-,076	1,000	,211	,514**	
	Sig. (2-tailed)	,006	,019	,000	,001	,045	,020	,657	.	,210	,001	
	N	37	37	37	37	37	37	37	37	37	37	
Mo9	Correlation Coefficient	,142	,478**	,053	,338*	,315	,272	,335*	,211	1,000	,532**	
	Sig. (2-tailed)	,402	,003	,756	,041	,057	,103	,043	,210	.	,001	
	N	37	37	37	37	37	37	37	37	37	37	
Motivasi	Correlation Coefficient	,541**	,680**	,466**	,528**	,505**	,675**	,406*	,514**	,532**	1,000	
	Sig. (2-tailed)	,001	,000	,004	,001	,001	,000	,013	,001	,001	.	
	N	37	37	37	37	37	37	37	37	37	37	

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

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

Correlations

		Mo10	Mo11	Mo12	Mo13	Mo14	Mo15	Mo16	Mo17	Motivasi
Mo10	Correlation Coefficient	1,000	,372 [*]	,360 [*]	,254	,181	,381 [*]	,114	,112	,611 ^{**}
	Sig. (2-tailed)	.	,023	,029	,129	,285	,020	,501	,508	,000
	N	37	37	37	37	37	37	37	37	37
Mo11	Correlation Coefficient	,372 [*]	1,000	,650 ^{**}	,307	,241	,411 [*]	,117	,158	,588 ^{**}
	Sig. (2-tailed)	,023	.	,000	,064	,150	,012	,492	,350	,000
	N	37	37	37	37	37	37	37	37	37
Mo12	Correlation Coefficient	,360 [*]	,650 ^{**}	1,000	,346 [*]	,266	,157	,252	,278	,476 ^{**}
	Sig. (2-tailed)	,029	,000	.	,036	,112	,352	,132	,096	,003
	N	37	37	37	37	37	37	37	37	37
Mo13	Correlation Coefficient	,254	,307	,346 [*]	1,000	,691 ^{**}	-,301	,468 ^{**}	,619 ^{**}	,533 ^{**}
	Sig. (2-tailed)	,129	,064	,036	.	,000	,071	,003	,000	,001
	N	37	37	37	37	37	37	37	37	37
Mo14	Correlation Coefficient	,181	,241	,266	,691 ^{**}	1,000	-,178	,582 ^{**}	,597 ^{**}	,505 ^{**}
	Sig. (2-tailed)	,285	,150	,112	,000	.	,292	,000	,000	,001
	N	37	37	37	37	37	37	37	37	37
Mo15	Correlation Coefficient	,381 [*]	,411 [*]	,157	-,301	-,178	1,000	-,092	-,141	,408 [*]
	Sig. (2-tailed)	,020	,012	,352	,071	,292	.	,588	,404	,012
	N	37	37	37	37	37	37	37	37	37
Mo16	Correlation Coefficient	,114	,117	,252	,468 ^{**}	,582 ^{**}	-,092	1,000	,698 ^{**}	,561 ^{**}
	Sig. (2-tailed)	,501	,492	,132	,003	,000	,588	.	,000	,000
	N	37	37	37	37	37	37	37	37	37
Mo17	Correlation Coefficient	,112	,158	,278	,619 ^{**}	,597 ^{**}	-,141	,698 ^{**}	1,000	,537 ^{**}
	Sig. (2-tailed)	,508	,350	,096	,000	,000	,404	,000	.	,001
	N	37	37	37	37	37	37	37	37	37
Motivasi	Correlation Coefficient	,611 ^{**}	,588 ^{**}	,476 ^{**}	,533 ^{**}	,505 ^{**}	,408 [*]	,561 ^{**}	,537 ^{**}	1,000
	Sig. (2-tailed)	,000	,000	,003	,001	,001	,012	,000	,001	.
	N	37	37	37	37	37	37	37	37	37

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

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



Correlations

		Mo18	Mo19	Mo20	Mo21	Mo22	Mo23	Mo24	Mo25	Motivasi
Mo18	Correlation Coefficient	1,000	,072	-,076	-,223	,328*	,158	-,048	,093	,468**
	Sig. (2-tailed)	.	,671	,653	,185	,047	,349	,776	,585	,004
	N	37	37	37	37	37	37	37	37	37
Mo19	Correlation Coefficient	,072	1,000	,188	,236	,320	,117	,241	,452**	,435**
	Sig. (2-tailed)	,671	.	,265	,159	,054	,489	,150	,005	,007
	N	37	37	37	37	37	37	37	37	37
Mo20	Correlation Coefficient	-,076	,188	1,000	,460**	,491**	,384*	,220	,245	,395*
	Sig. (2-tailed)	,653	,265	.	,004	,002	,019	,190	,144	,016
	N	37	37	37	37	37	37	37	37	37
Mo21	Correlation Coefficient	-,223	,236	,460**	1,000	,534**	,416*	,384*	,386*	,434**
	Sig. (2-tailed)	,185	,159	,004	.	,001	,010	,019	,018	,007
	N	37	37	37	37	37	37	37	37	37
Mo22	Correlation Coefficient	,328	,320	,491**	,534**	1,000	,650**	,216	,414*	,595**
	Sig. (2-tailed)	,047	,054	,002	,001	.	,000	,199	,011	,000
	N	37	37	37	37	37	37	37	37	37
Mo23	Correlation Coefficient	,158	,117	,384*	,416*	,650**	1,000	,460**	,103	,539**
	Sig. (2-tailed)	,349	,489	,019	,010	,000	.	,004	,546	,001
	N	37	37	37	37	37	37	37	37	37
Mo24	Correlation Coefficient	-,048	,241	,220	,384*	,216	,460**	1,000	,421**	,549**
	Sig. (2-tailed)	,776	,150	,190	,019	,199	,004	.	,009	,000
	N	37	37	37	37	37	37	37	37	37
Mo25	Correlation Coefficient	,093	,452**	,245	,386*	,414*	,103	,421**	1,000	,594**
	Sig. (2-tailed)	,585	,005	,144	,018	,011	,546	,009	.	,000
	N	37	37	37	37	37	37	37	37	37
Motivasi	Correlation Coefficient	,468**	,435**	,395*	,434**	,595**	,539**	,549**	,594**	1,000
	Sig. (2-tailed)	,004	,007	,016	,007	,000	,001	,000	,000	.
	N	37	37	37	37	37	37	37	37	37

*. Correlation is significant at the 0.05 level (2-tailed).
 **. Correlation is significant at the 0.01 level (2-tailed).

**Reliability
 Scale: ALL VARIABLES**

Case Processing Summary

		N	%
Cases	Valid	37	100,0
	Excluded ^a	0	,0
	Total	37	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,889	25



Variabel Kepuasan Kerja

		Correlations									
		Kp1	Kp2	Kp3	Kp4	Kp5	Kp6	Kp7	Kp8	Kp9	Kepuasan
Kp1	Correlation Coefficient	1,000	,817**	,479**	,341*	,198	,333*	,174	,232	,326*	,417*
	Sig. (2-tailed)	.	,000	,003	,039	,240	,044	,303	,168	,049	,010
	N	37	37	37	37	37	37	37	37	37	37
Kp2	Correlation Coefficient	,817**	1,000	,280	,240	,297	,414*	,263	,297	,392*	,389*
	Sig. (2-tailed)	,000	.	,093	,152	,074	,011	,116	,074	,016	,017
	N	37	37	37	37	37	37	37	37	37	37
Kp3	Correlation Coefficient	,479**	,280	1,000	,353*	,237	,247	,055	,188	,100	,543**
	Sig. (2-tailed)	,003	,093	.	,032	,158	,141	,745	,265	,556	,001
	N	37	37	37	37	37	37	37	37	37	37
Kp4	Correlation Coefficient	,341*	,240	,353*	1,000	,578**	,282	,403*	,218	,469**	,443**
	Sig. (2-tailed)	,039	,152	,032	.	,000	,091	,013	,195	,003	,006
	N	37	37	37	37	37	37	37	37	37	37
Kp5	Correlation Coefficient	,198	,297	,237	,578**	1,000	,444**	,411*	,635**	,485**	,683**
	Sig. (2-tailed)	,240	,074	,158	,000	.	,006	,011	,000	,002	,000
	N	37	37	37	37	37	37	37	37	37	37
Kp6	Correlation Coefficient	,333*	,414*	,247	,282	,444**	1,000	,174	,232	,485**	,436**
	Sig. (2-tailed)	,044	,011	,141	,091	,006	.	,303	,168	,002	,007
	N	37	37	37	37	37	37	37	37	37	37
Kp7	Correlation Coefficient	,174	,263	,055	,403*	,411*	,174	1,000	,679**	,430**	,355*
	Sig. (2-tailed)	,303	,116	,745	,013	,011	,303	.	,000	,008	,031
	N	37	37	37	37	37	37	37	37	37	37
Kp8	Correlation Coefficient	,232	,297	,188	,218	,635**	,232	,679**	1,000	,349*	,564**
	Sig. (2-tailed)	,168	,074	,265	,195	,000	,168	,000	.	,034	,000
	N	37	37	37	37	37	37	37	37	37	37
Kp9	Correlation Coefficient	,326*	,392*	,100	,469**	,485**	,485**	,430**	,349*	1,000	,492**
	Sig. (2-tailed)	,049	,016	,556	,003	,002	,002	,008	,034	.	,002
	N	37	37	37	37	37	37	37	37	37	37
Kepuasan	Correlation Coefficient	,417*	,389*	,543**	,443**	,683**	,436**	,355*	,564**	,492**	1,000
	Sig. (2-tailed)	,010	,017	,001	,006	,000	,007	,031	,000	,002	.
	N	37	37	37	37	37	37	37	37	37	37

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

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

Correlations

		Kp10	Kp11	Kp12	Kp13	Kp14	Kp15	Kp16	Kp17	Kepuasan
Kp10	Correlation Coefficient	1,000	,114	,281	,137	,415*	,544**	,257	-,002	,493**
	Sig. (2-tailed)	.	,501	,092	,418	,011	,000	,125	,991	,002
	N	37	37	37	37	37	37	37	37	37
Kp11	Correlation Coefficient	,114	1,000	,033	,253	-,010	-,144	-,091	,538**	,528**
	Sig. (2-tailed)	,501	.	,845	,130	,951	,397	,592	,001	,001
	N	37	37	37	37	37	37	37	37	37
Kp12	Correlation Coefficient	,281	,033	1,000	,336*	,554**	,430**	,366*	,076	,365*
	Sig. (2-tailed)	,092	,845	.	,042	,000	,008	,026	,653	,026
	N	37	37	37	37	37	37	37	37	37
Kp13	Correlation Coefficient	,137	,253	,336*	1,000	,467**	,511**	,499**	,479**	,680**
	Sig. (2-tailed)	,418	,130	,042	.	,004	,001	,002	,003	,000
	N	37	37	37	37	37	37	37	37	37
Spearman's rho Kp14	Correlation Coefficient	,415*	-,010	,554**	,467**	1,000	,747**	,460**	,033	,528**
	Sig. (2-tailed)	,011	,951	,000	,004	.	,000	,004	,847	,001
	N	37	37	37	37	37	37	37	37	37
Kp15	Correlation Coefficient	,544**	-,144	,430**	,511**	,747**	1,000	,561**	-,110	,544**
	Sig. (2-tailed)	,000	,397	,008	,001	,000	.	,000	,518	,000
	N	37	37	37	37	37	37	37	37	37
Kp16	Correlation Coefficient	,257	-,091	,366*	,499**	,460**	,561**	1,000	-,013	,473**
	Sig. (2-tailed)	,125	,592	,026	,002	,004	,000	.	,937	,003
	N	37	37	37	37	37	37	37	37	37
Kp17	Correlation Coefficient	-,002	,538**	,076	,479**	,033	-,110	-,013	1,000	,444**
	Sig. (2-tailed)	,991	,001	,653	,003	,847	,518	,937	.	,006
	N	37	37	37	37	37	37	37	37	37
Kepuasan	Correlation Coefficient	,493**	,528**	,365*	,680**	,528**	,544**	,473**	,444**	1,000
	Sig. (2-tailed)	,002	,001	,026	,000	,001	,000	,003	,006	.
	N	37	37	37	37	37	37	37	37	37

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

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

Correlations

		Kp18	Kp19	Kp20	Kp21	Kp22	Kp23	Kp24	Kp25	Kepuasan
Kp18	Correlation Coefficient	1,000	,727**	,547**	,418*	,242	,161	,285	-,059	,515**
	Sig. (2-tailed)	.	,000	,000	,010	,150	,340	,087	,730	,001
	N	37	37	37	37	37	37	37	37	37
Kp19	Correlation Coefficient	,727**	1,000	,543**	,249	,087	,157	,448**	-,112	,494**
	Sig. (2-tailed)	,000	.	,001	,136	,610	,353	,005	,510	,002
	N	37	37	37	37	37	37	37	37	37
Kp20	Correlation Coefficient	,547**	,543**	1,000	,149	,091	,180	,010	,133	,486**
	Sig. (2-tailed)	,000	,001	.	,379	,592	,287	,951	,432	,002
	N	37	37	37	37	37	37	37	37	37
Kp21	Correlation Coefficient	,418*	,249	,149	1,000	,527**	,284	,274	,140	,569**
	Sig. (2-tailed)	,010	,136	,379	.	,001	,088	,101	,409	,000
	N	37	37	37	37	37	37	37	37	37
Spearman's rho Kp22	Correlation Coefficient	,242	,087	,091	,527**	1,000	,170	,119	,181	,354*
	Sig. (2-tailed)	,150	,610	,592	,001	.	,314	,484	,283	,032
	N	37	37	37	37	37	37	37	37	37
Kp23	Correlation Coefficient	,161	,157	,180	,284	,170	1,000	,420**	,578**	,611**
	Sig. (2-tailed)	,340	,353	,287	,088	,314	.	,010	,000	,000
	N	37	37	37	37	37	37	37	37	37
Kp24	Correlation Coefficient	,285	,448**	,010	,274	,119	,420**	1,000	,169	,448**
	Sig. (2-tailed)	,087	,005	,951	,101	,484	,010	.	,317	,005
	N	37	37	37	37	37	37	37	37	37
Kp25	Correlation Coefficient	-,059	-,112	,133	,140	,181	,578**	,169	1,000	,502**
	Sig. (2-tailed)	,730	,510	,432	,409	,283	,000	,317	.	,002
	N	37	37	37	37	37	37	37	37	37
Kepuasan	Correlation Coefficient	,515**	,494**	,486**	,569**	,354*	,611**	,448**	,502**	1,000
	Sig. (2-tailed)	,001	,002	,002	,000	,032	,000	,005	,002	.
	N	37	37	37	37	37	37	37	37	37

** . 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	37	100,0
	Excluded ^a	0	,0
	Total	37	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,869	25

Frequency Table

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	32	31.4	31.4	31.4
	Perempuan	70	68.6	68.6	100.0
	Total	102	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	84	82.4	82.4	82.4
	S1	7	6.9	6.9	89.2
	SPK	11	10.8	10.8	100.0
	Total	102	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 25 tahun	16	15.7	15.7	15.7
	26 - 30 tahun	27	26.5	26.5	42.2
	31 - 35 tahun	37	36.3	36.3	78.4
	36 - 40 tahun	13	12.7	12.7	91.2
	41 - 45 tahun	4	3.9	3.9	95.1
	> 45 tahun	5	4.9	4.9	100.0
	Total	102	100.0	100.0	

Masa_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 5 tahun	30	29.4	29.4	29.4
	6 - 10 tahun	41	40.2	40.2	69.6
	11 - 15 tahun	24	23.5	23.5	93.1
	16 - 20 tahun	6	5.9	5.9	99.0
	> 20 tahun	1	1.0	1.0	100.0
	Total	102	100.0	100.0	

Frequency Table

Motivasi_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Baik	54	52.9	52.9	52.9
	Cukup	48	47.1	47.1	100.0
	Total	102	100.0	100.0	

Kepuasan_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Baik	22	21.6	21.6	21.6
	Cukup	80	78.4	78.4	100.0
	Total	102	100.0	100.0	

Motivasi_Kerja * Kepuasan_Kerja Crosstabulation

			Kepuasan_Kerja		Total
			Baik	Cukup	
Motivasi_Kerja	Baik	Count	21	33	54
		% within Motivasi_Kerja	38.9%	61.1%	100.0%
	Cukup	Count	1	47	48
		% within Motivasi_Kerja	2.1%	97.9%	100.0%
Total		Count	22	80	102
		% within Motivasi_Kerja	21.6%	78.4%	100.0%

Correlations

			Motivasi_Kerja	Kepuasan_Kerja
Spearman's rho	Motivasi_Kerja	Correlation Coefficient	1.000	.447**
		Sig. (2-tailed)	.	.000
		N	102	102
	Kepuasan_Kerja	Correlation Coefficient	.447**	1.000
		Sig. (2-tailed)	.000	.
		N	102	102

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