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Lampiran 1 : Kuesioner Penelitian

JUDUL : PENGARUH PENGEMBANGAN KARIR DAN SISTEM KOMPENSASI TERHADAP KINERJA PEGAWAI PADA BAGIAN UMUM DAN PERLENGKAPAN KANTOR BUPATI LANGKAT

Kepada Yth,
Bapak/Ibu Pegawai
di
tempat

Dengan Hormat
Yang bertanda tangan di bawah ini:

Nama : Muhammad Reza Finanda Lubis
NPM : 131801040

Saya adalah mahasiswa Program Pasca Sarjana Magister Administrasi Publik Universitas Medan Area.

Saya memohon kesediaan Bapak/Ibu untuk berpartisipasi mengisi kuesioner ini. Saya menyadari permohonan ini sedikit banyak akan mengganggu ketenangan/kegiatan Bapak/Ibu. Saya akan menjamin kerahasiaan dari semua jawaban/opini yang telah Bapak/Ibu berikan. Penelitian ini semata-mata hanya digunakan untuk kepentingan penyelesaian tesis saya, dan hanya ringkasan dari analisis yang akan dipublikasikan. Atas kesediaan dan partisipasi Bapak/Ibu untuk mengisi dan mengembalikan kuesioner ini saya mengucapkan terima kasih sebesar-besarnya.

Hormat Saya,

(Muhammad Reza Finanda Lubis)

PETUNJUK PENGISIAN ANGKET:

1. Berikanlah jawaban singkat pada bagian pertanyaan identitas responden yang membutuhkan jawaban tertulis Bapak/Ibu
2. Berikanlah tanda checklist (√) pada kolom yang Bapak/Ibu anggap sesuai dengan jawaban pada Bapak/Ibu.

Identitas Responden

No. Responden	:	_____
Usia	:	_____ Tahun
Jenis Kelamin	:	<input type="checkbox"/> Laki-laki <input type="checkbox"/> Perempuan
Masa Kerja	:	_____ Tahun
Tingkat Pendidikan	:	<input type="checkbox"/> S2 <input type="checkbox"/> S1 <input type="checkbox"/> D3 <input type="checkbox"/> SLTA <input type="checkbox"/> SMP <input type="checkbox"/> SD

**INSTRUMEN UNTUK MENGUKUR VARIABEL X₁
PENGEMBANGAN KARIR**

1. Sangat Setuju (SS)
2. Setuju (S)
3. Kurang Setuju (KS)
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

NO.	PERNYATAAN	OPSI				
		SS	S	KS	TS	STS
1	Pendidikan amat penting dalam melatar belakangi pengembangan karir pegawai					
2	Pendidikan memberikan kontribusi terhadap pelaksanaan pengembangan karir					
3	Kemampuan kerja memberikan dukungan pelaksanaan pengembangan karir					
4	Kemampuan kerja dilakukan secara tepat guna dan tepat sasaran					
5	Kompetensi memberikan dukungan terhadap pelaksanaan pengembangan karir					
6	Kompetensi juga memberikan batasan terhadap beban pekerjaan					
7	Kompetensi memberikan kualifikasi terkuasainya permasalahan pekerjaan					
8	Penyelesaian dilakukan sesuai permasalahan yang dihadapi					
9	Perilaku pegawai bekerja disesuaikan dengan jenis pekerjaan					
10	Perilaku pegawai juga difungsikan sesuai dengan jenis pekerjaan					
11.	Kompetenti memberikan dukungan terjadinya pengelolaan tugas secara baik					
12	Pengelolaan tugas tersebut dilakukan sesuai kebutuhan organisasi					
13	Pengembangan karir amat penting dilaksanakan					
14	Pengembangan karir harus dilakukan secara sistematis, tertata dan konsekwen					
15	Pengembangan karir merupakan wujud keedulian organisasi kepada pegawai					

**INSTRUMEN UNTUK MENGUKUR VARIABEL X₂
SISTEM KOMPENSASI**

1. Sangat Setuju (SS)
2. Setuju (S)
3. Kurang Setuju (KS)
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

NO	PERTANYAAN	OPSI				
		SS	S	KS	TS	STS
1	Gaji dan upah diberikan sesuai jabatan pegawai					
2	Gaji dan upah diberikan sesuai dengan lama kerja pegawai					
3	Tunjangan diberikan sesuai dengan kebutuhan pegawai					
4	Tunjangan diberikan sesuai dengan tingkat kemampuan perusahaan					
5	Jaminan sosial yang diberikan meliputi risiko kerja					
6	Jaminan sosial diberikan meliputi jaminan hari tua					
7	Kompensasi dalam bentuk promosi diberikan terbuka untuk semua pegawai					
8	Promosi yang seimbang tersebut harus diikuti pula dengan penilaian yang seimbang					
9	Kompensasi merupakan bentuk kesesuaian pendapatan dengan kebutuhan ekonomi pegawai					
10	Kompensasi juga diwujudkan dalam bentuk pinjaman yang diberikan kepada pegawai dan disesuaikan dengan gaji pegawai					
11.	Pegawai dinilai berdasarkan kemampuan kerjanya					
12.	Penilaian yang dilakukan mencerminkan tindakan yang diambil pegawai dalam bekerja					
13	Kompensasi dibutuhkan dalam pelaksanaan pekerjaan					
14	Kompensasi yang baik disesuaikan dengan perubahan ekonomi pegawai					
15	Kompensasi dilakukan sesuai dengan kebutuhan masyarakat					

INSTRUMEN UNTUK MENGUKUR VARIABEL Y (KINERJA)

1. Sangat Setuju (SS)
2. Setuju (S)
3. Kurang Setuju (KS)
4. Tidak Setuju (TS)
5. Sangat Tidak Setuju (STS)

NO	PERTANYAAN	OPSI				
		SS	S	KS	TS	STS
1	Pegawai dinilai berdasarkan kemampuan kerjanya					
2	Penilaian mencerminkan tindakan yang diambil pegawai dalam bekerja					
3	Kinerja diwujudkan dengan memaksimalkan pekerjaan pegawai					
4	Kinerja didapatkan dengan mencurahkan kemampuan seluruh pegawai					
5	Efektivitas kerja memberikan manfaat bagi organisasi					
6	Kinerja didapatkan dengan menyelesaikan pekerjaan secara baik					
7	Kinerja diselesaikan dengan adanya kesatuan tugas dan pekerjaan					
8	Kinerja didapatkan melalui pelaksanaan tugas secara sungguh-sungguh					
9	Kualitas kerja yang dilakukan adalah yang terbaik					
10	Tidak melakukan hal-hal yang merugikan bagi pekerjaan					
11.	Kinerja diwujudkan dengan tingkat kesetiaan yang tinggi kepada organisasi					
12.	Kinerja juga diwujudkan dalam bentuk berusaha memperbaiki diri setiap waktu					
13	Kinerja diwujudkan dengan tingkat kemampuan pegawai dalam menyelesaikan pekerjaannya					
14	Kinerja juga diwujudkan dengan bentuk kedisiplinan pegawai					
15	Kinerja akan menopang produktivitas organisasi					

Lampiran 2 : Data Mentah Variabel X₁

Resp.	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	Butir 11	Butir 12	Butir 13	Butir 14	Butir 15
1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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5	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4
6	4	4	4	5	3	5	4	4	3	4	5	3	4	5	4
7	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
8	4	4	4	4	4	4	4	4	4	3	4	4	3	5	4
9	3	3	3	3	4	3	3	3	4	4	3	4	4	3	3
10	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4
11	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
12	4	4	4	3	4	4	3	4	4	5	3	4	5	3	4
13	3	4	3	4	3	4	4	4	3	3	4	3	3	4	3
14	4	4	4	4	3	4	4	4	3	4	4	3	4	4	4
15	5	5	5	4	3	4	4	4	3	4	4	3	4	4	5
16	4	4	4	4	4	5	4	5	4	4	4	4	4	4	4
17	4	4	4	4	3	5	4	4	3	4	4	3	4	4	4
18	3	3	3	4	4	4	4	4	4	3	4	4	3	4	3
19	5	5	5	5	3	4	5	4	3	4	5	3	4	5	5
20	3	3	3	4	4	4	4	4	4	4	4	4	4	4	3
21	4	4	4	4	5	3	4	3	5	5	4	5	5	4	4
22	4	4	4	3	4	4	3	4	4	4	3	4	4	3	4
23	4	4	4	3	5	5	3	5	5	4	3	5	4	3	4
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25	4	4	4	4	4	5	4	5	4	5	4	4	5	5	4
26	5	4	4	4	3	5	4	5	3	4	4	3	4	4	4
27	4	5	4	4	4	5	4	5	4	5	4	4	5	4	5
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
29	4	4	4	3	4	5	3	5	4	5	3	4	5	3	4
30	4	5	4	4	5	5	4	5	5	5	4	5	5	4	4
31	4	4	4	3	4	5	4	5	4	5	4	4	5	4	4
32	4	4	4	4	5	4	4	4	5	4	5	5	4	5	4
33	4	5	4	4	4	4	4	4	4	4	4	4	5	4	5
34	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4
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36	4	4	4	4	3	4	4	4	3	5	4	3	5	4	4
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38	4	5	4	5	3	4	5	4	3	4	5	3	4	5	5
39	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
40	4	4	4	4	4	4	4	4	4	3	4	4	3	4	4
41	3	4	3	3	4	3	3	3	4	4	3	4	4	3	4
42	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4
43	4	5	4	4	4	4	4	4	4	4	4	4	4	4	5
44	4	4	4	3	4	4	3	4	4	5	3	4	5	3	4
45	3	4	3	4	3	4	4	4	3	4	4	3	4	4	4
46	4	5	4	4	3	4	4	4	3	4	4	3	4	4	5
47	5	4	5	4	3	4	4	4	3	4	4	3	4	4	4
48	4	5	4	4	4	5	4	5	4	3	4	4	3	4	5
49	4	4	4	4	3	4	4	4	3	4	4	3	4	4	4
50	3	5	3	4	4	4	4	4	4	4	4	4	4	4	5
51	5	4	5	5	3	4	5	4	3	4	5	3	4	5	4

Lampiran 3 : Data Mentah Variabel X₂

Resp.	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	Butir 11	Butir 12	Butir 13	Butir 14	Butir 15
1	3	4	4	4	5	3	4	4	5	4	4	5	4	5	4
2	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4
3	4	5	4	5	5	4	5	5	4	5	5	5	5	4	5
4	3	4	4	4	3	3	4	4	4	4	4	3	4	4	5
5	3	4	4	4	4	4	4	4	4	4	4	4	5	4	4
6	4	3	4	5	3	4	3	3	4	5	5	3	4	5	5
7	4	4	5	5	5	4	4	4	5	5	5	5	4	5	5
8	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4
9	4	4	3	4	4	4	4	4	3	5	4	4	4	3	5
10	3	4	4	4	4	3	4	4	4	4	4	4	4	4	4
11	3	4	4	4	4	4	4	3	4	4	4	4	3	4	4
12	4	4	4	3	4	4	4	4	4	3	3	4	4	4	3
13	4	3	3	4	3	4	3	3	3	4	4	3	3	3	4
14	4	4	4	4	3	4	4	4	4	4	4	3	4	4	5
15	5	5	5	4	3	5	5	5	5	4	4	3	5	5	4
16	4	5	4	4	4	4	5	5	4	4	4	4	5	4	4
17	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4
18	3	4	3	4	4	3	4	5	3	4	4	4	5	3	4
19	4	4	5	5	4	4	4	4	5	5	5	4	4	5	5
20	4	4	3	4	4	4	4	4	3	4	4	4	4	3	4
21	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4
22	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
23	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
24	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
25	3	4	4	4	4	5	4	4	4	3	4	4	4	4	3
26	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4
27	5	4	5	4	4	5	4	4	5	4	4	4	4	5	4
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
29	4	4	4	3	4	4	4	4	4	3	3	4	4	5	3
30	4	3	4	4	4	4	3	3	3	4	4	4	4	3	4
31	4	4	4	4	3	4	4	4	4	4	4	3	4	4	4
32	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
33	4	4	5	3	4	4	4	4	5	3	3	4	4	5	5
34	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
35	4	4	4	4	4	4	5	4	4	4	4	4	4	4	4
36	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
37	4	4	4	4	5	4	4	4	4	4	4	5	4	4	4
38	4	4	5	4	4	4	4	4	5	4	4	4	4	5	4
39	4	3	5	5	5	4	5	3	5	5	5	5	3	5	5
40	4	4	4	5	4	4	4	4	4	5	5	4	4	4	5
41	4	5	4	4	5	4	5	5	4	4	4	5	5	4	5
42	5	5	4	4	4	5	5	5	4	4	4	4	5	5	4
43	4	4	5	5	4	4	4	4	5	5	5	4	4	5	5
44	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4
45	5	5	4	5	4	5	5	5	4	5	5	4	5	4	5
46	5	4	5	4	4	5	4	4	5	4	4	4	4	5	4
47	4	5	4	4	5	4	5	5	4	4	4	5	5	4	4
48	5	4	5	4	4	5	4	4	5	4	4	4	4	5	4
49	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4
50	5	4	5	5	4	5	4	4	5	5	5	4	4	5	5
51	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4

Lampiran 4 : Data Mentah Variabel Y

Resp.	Butir 1	Butir 2	Butir 3	Butir 4	Butir 5	Butir 6	Butir 7	Butir 8	Butir 9	Butir 10	Butir 11	Butir 12	Butir 13	Butir 14	Butir 15
1	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
2	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
4	5	4	4	5	5	4	4	5	5	5	5	4	5	5	4
5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4
6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
7	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5
8	4	4	4	5	4	4	4	5	4	4	4	4	4	4	4
9	4	4	5	4	4	4	4	4	4	4	4	4	4	4	5
10	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
11	4	5	4	4	4	5	4	4	4	5	4	5	4	5	4
12	4	4	4	4	4	4	5	5	5	4	4	4	4	4	5
13	5	5	4	4	4	5	5	5	5	5	4	5	5	5	5
14	5	5	5	5	5	4	4	4	4	4	5	4	5	4	4
15	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
16	4	5	4	4	4	5	4	4	4	5	4	5	4	5	4
17	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
18	4	5	4	4	4	5	4	4	4	5	4	5	4	5	4
19	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
20	4	4	4	4	4	4	5	4	4	4	4	4	4	4	5
21	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
22	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
23	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
24	4	5	4	4	4	5	5	5	5	5	4	5	4	5	5
25	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4
26	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
27	5	5	5	5	5	4	5	5	5	4	5	4	5	4	5
28	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
29	4	4	4	4	4	4	5	5	5	4	4	4	4	4	5
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31	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4
32	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
33	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4
34	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
35	5	5	5	3	5	5	5	5	5	5	5	5	5	5	5
36	5	5	5	5	5	4	5	5	5	4	5	4	5	4	5
37	4	4	4	4	4	4	4	5	4	4	4	4	4	4	4
38	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
39	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
40	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
41	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5
42	5	4	5	5	5	4	5	5	5	4	5	4	5	5	5
43	4	5	4	4	4	5	4	4	4	5	4	5	4	5	4
44	4	4	4	4	4	4	5	5	5	4	4	4	4	4	5
45	4	5	4	4	4	5	5	5	5	5	4	5	4	5	5
46	5	4	5	5	5	4	4	4	4	4	5	4	5	4	4
47	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5
48	4	5	4	4	4	5	4	4	4	5	4	5	4	5	4
49	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
50	4	5	4	4	4	5	4	4	4	5	4	5	4	5	4
51	5	4	5	5	5	4	5	5	5	4	5	4	5	4	5

Lampiran 5 : Tabulasi Jawaban Responden

Resp.	Pengembangan Karir	Sistem Kompensasi	Kinerja Pegawai
1	40	42	41
2	40	39	46
3	48	47	49
4	37	37	45
5	40	39	41
6	38	39	49
7	49	47	49
8	39	39	40
9	35	39	40
10	38	39	45
11	40	38	43
12	38	37	42
13	34	34	45
14	37	38	44
15	39	43	46
16	42	42	44
17	37	38	49
18	38	38	43
19	41	45	46
20	38	38	42
21	43	42	49
22	37	40	45
23	41	40	47
24	45	40	47
25	43	38	41
26	38	40	49
27	43	43	47
28	41	40	40
29	40	37	43
30	44	37	44
31	41	38	42
32	44	40	49
33	40	39	41
34	39	40	46
35	47	40	49
36	38	40	46
37	40	42	41
38	39	42	49
39	49	45	50
40	39	43	40
41	35	44	39
42	38	43	45
43	40	45	43
44	38	41	42
45	35	46	45
46	37	43	44
47	39	44	46
48	41	43	44
49	37	41	49
50	39	46	43
51	41	40	46

Lampiran 6 : Uji Validitas Dan Reabilitas Variabel X₁

Lampiran 7 : Uji Regresi Linier Berganda

Reliability

Warnings

The covariance matrix is calculated and used in the analysis.
The determinant of the covariance matrix is zero or approximately zero. Statistics based on its inverse matrix cannot be computed and they are displayed as system missing values.

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	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
.843	.847	15

Item Statistics

	Mean	Std. Deviation	N
Btr 1	3.98	.583	51
Btr 2	4.18	.518	51
Btr 3	3.94	.544	51
Btr 4	4.02	.583	51
Btr 5	3.86	.664	51
Btr 6	4.22	.541	51
Btr 7	4.02	.547	51
Btr 8	4.18	.518	51
Btr 9	3.86	.664	51
Btr 10	4.12	.588	51
Btr 11	4.06	.580	51
Btr 12	3.86	.664	51
Btr 13	4.16	.612	51
Btr 14	4.10	.608	51
Btr 15	4.14	.530	51

Inter-Item Correlation Matrix

	Btr 1	Btr 2	Btr 3	Btr 4	Btr 5	Btr 6	Btr 7	Btr 8	Btr 9	Btr 10	Btr 11	Btr 12	Btr 13	Btr 14	Btr 15
Btr 1	1.000	.409	.942	.355	-.110	.331	.377	.343	-.110	.240	.358	-.110	.233	.344	.462
Btr 2	.409	1.000	.463	.320	.014	.290	.340	.329	.014	.193	.298	.014	.226	.261	.930
Btr 3	.942	.463	1.000	.382	-.023	.316	.407	.321	-.023	.272	.391	-.023	.268	.380	.514
Btr 4	.355	.320	.382	1.000	-.045	.177	.939	.121	-.045	-.065	.943	-.045	-.065	.897	.315
Btr 5	-.110	.014	-.023	-.045	1.000	.084	.008	.188	1.000	.298	.021	1.000	.300	.034	-.002
Btr 6	.331	.290	.316	.177	.084	1.000	.188	.932	.084	.233	.214	.084	.198	-.238	.244
Btr 7	.377	.340	.407	.939	.008	.188	1.000	.199	.008	-.007	.941	.008	-.009	.895	.335
Btr 8	.343	.329	.321	.121	.188	.932	.199	1.000	.188	.259	.164	.188	.226	.198	.274
Btr 9	-.110	.014	-.023	-.045	1.000	.084	.008	.188	1.000	.298	.021	1.000	.300	.034	-.002
Btr 10	.240	.193	.272	-.065	.298	.233	-.007	.259	.298	1.000	-.021	.298	.947	-.033	.204
Btr 11	.358	.298	.391	.943	.021	.214	.941	.164	.021	-.021	1.000	.021	-.026	.947	.299
Btr 12	-.110	.014	-.023	-.045	1.000	.084	.008	.188	1.000	.298	.021	1.000	.300	.034	-.002
Btr 13	.233	.226	.268	-.065	.300	.198	-.009	.226	.300	.947	-.026	.300	1.000	-.042	.241
Btr 14	.344	.261	.380	.897	.034	.238	.895	.198	.034	-.033	.947	.034	-.042	1.000	.268
Btr 15	.462	.930	.514	.315	-.002	.244	.335	.274	-.002	.204	.299	-.002	.241	.268	1.000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	Btr 1	Btr 2	Btr 3	Btr 4	Btr 5	Btr 6	Btr 7	Btr 8	Btr 9	Btr 10	Btr 11	Btr 12	Btr 13	Btr 14	Btr 15
Btr 1	.340	.124	.299	.120	-.043	.104	.120	.104	-.043	.082	.121	-.043	.083	.122	.143
Btr 2	.124	.268	.131	.096	.005	.081	.096	.088	.005	.059	.089	.005	.072	.082	.255
Btr 3	.299	.131	.296	.121	-.008	.093	.121	.091	-.008	.087	.124	-.008	.089	.126	.148
Btr 4	.120	.096	.121	.340	-.017	.056	.300	.036	-.017	-.022	.319	-.017	-.023	.318	.097
Btr 5	-.043	.005	-.008	-.017	.441	.030	.003	.065	.441	.116	.008	.441	.122	.014	-.001
Btr 6	.104	.081	.093	.056	.030	.293	.056	.261	.030	.074	.067	.030	.065	.078	.070
Btr 7	.120	.096	.121	.300	.003	.056	.300	.056	.003	-.002	.299	.003	-.003	.298	.097
Btr 8	.104	.088	.091	.036	.065	.261	.056	.268	.065	.079	.049	.065	.072	.062	.075
Btr 9	-.043	.005	-.008	-.017	.441	.030	.003	.065	.441	.116	.008	.441	.122	.014	-.001
Btr 10	.082	.059	.087	-.022	.116	.074	-.002	.079	.116	.346	-.007	.116	.341	-.012	.064
Btr 11	.121	.089	.124	.319	.008	.067	.299	.049	.008	-.007	.336	.008	-.009	.334	.092
Btr 12	-.043	.005	-.008	-.017	.441	.030	.003	.065	.441	.116	.008	.441	.122	.014	-.001
Btr 13	.083	.072	.089	-.023	.122	.065	-.003	.072	.122	.341	-.009	.122	.375	-.016	.078
Btr 14	.122	.082	.126	.318	.014	.078	.298	.062	.014	-.012	.334	.014	-.016	.370	.086
Btr 15	.143	.255	.148	.097	-.001	.070	.097	.075	-.001	.064	.092	-.001	.078	.086	.281

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Btr 1	56.71	21.132	.483	.	.833
Btr 2	56.51	21.415	.496	.	.832
Btr 3	56.75	20.954	.564	.	.828
Btr 4	56.67	20.987	.512	.	.831
Btr 5	56.82	21.268	.384	.	.839
Btr 6	56.47	21.574	.436	.	.835
Btr 7	56.67	20.867	.579	.	.827
Btr 8	56.51	21.455	.487	.	.833
Btr 9	56.82	21.268	.384	.	.839
Btr 10	56.57	21.530	.400	.	.837
Btr 11	56.63	20.718	.569	.	.828
Btr 12	56.82	21.268	.384	.	.839
Btr 13	56.53	21.454	.393	.	.838
Btr 14	56.59	20.647	.550	.	.828
Btr 15	56.55	21.373	.491	.	.832

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
60.69	24.060	4.905	15

Lampiran 7 : Uji Validitas Dan Reabilitas Variabel X₂

Reliability

Warnings

The covariance matrix is calculated and used in the analysis.
 The determinant of the covariance matrix is zero or approximately zero. Statistics based on its inverse matrix cannot be computed and they are displayed as system missing values.

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	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
.824	.826	15

Item Statistics

	Mean	Std. Deviation	N
Btr 1	4.00	.600	51
Btr 2	4.06	.465	51
Btr 3	4.14	.530	51
Btr 4	4.12	.475	51
Btr 5	4.02	.547	51
Btr 6	4.08	.560	51
Btr 7	4.14	.491	51
Btr 8	4.06	.506	51
Btr 9	4.14	.566	51
Btr 10	4.12	.516	51
Btr 11	4.12	.475	51
Btr 12	4.02	.547	51
Btr 13	4.12	.475	51
Btr 14	4.20	.601	51
Btr 15	4.22	.541	51

Inter-Item Correlation Matrix

	Btr 1	Btr 2	Btr 3	Btr 4	Btr 5	Btr 6	Btr 7	Btr 8	Btr 9	Btr 10	Btr 11	Btr 12	Btr 13	Btr 14	Btr 15
Btr 1	1.000	.215	.377	.140	-.061	.833	.204	.197	.294	.194	.140	-.061	.140	.333	.123
Btr 2	.215	1.000	.048	-.032	.231	.212	.752	.919	.121	-.029	-.032	.231	.782	.101	.028
Btr 3	.377	.048	1.000	.252	.128	.367	.157	-.031	.936	.159	.252	.128	-.065	.856	.244
Btr 4	.140	-.032	.252	1.000	.145	.115	.101	-.029	.236	.922	1.000	.145	.026	.198	.677
Btr 5	-.061	.231	.128	.145	1.000	-.070	.362	.212	.185	.133	.145	1.000	.145	.110	.053
Btr 6	.833	.212	.367	.115	-.070	1.000	.178	.124	.281	.037	.115	-.070	.115	.310	-.057
Btr 7	.204	.752	.157	.101	.362	.178	1.000	.691	.219	.093	.101	.362	.530	.178	.112
Btr 8	.197	.919	-.031	-.029	.212	.124	.691	1.000	.041	-.027	-.029	.212	.885	.027	.026
Btr 9	.294	.121	.936	.236	.185	.281	.219	.041	1.000	.149	.236	.185	-.061	.919	.228
Btr 10	.194	-.029	.159	.922	.133	.037	.093	-.027	.149	1.000	.922	.133	.024	.118	.768
Btr 11	.140	-.032	.252	1.000	.145	.115	.101	-.029	.236	.922	1.000	.145	.026	.198	.677
Btr 12	-.061	.231	.128	.145	1.000	-.070	.362	.212	.185	.133	.145	1.000	.145	.110	.053
Btr 13	.140	.782	-.065	.026	.145	.115	.530	.885	-.061	.024	.026	.145	1.000	-.012	.055
Btr 14	.333	.101	.856	.198	.110	.310	.178	.027	.919	.118	.198	.110	-.012	1.000	.175
Btr 15	.123	.028	.244	.677	.053	-.057	.112	.026	.228	.768	.677	.053	.055	.175	1.000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	Btr 1	Btr 2	Btr 3	Btr 4	Btr 5	Btr 6	Btr 7	Btr 8	Btr 9	Btr 10	Btr 11	Btr 12	Btr 13	Btr 14	Btr 15
Btr 1	.360	.060	.120	.040	-.020	.280	.060	.060	.100	.060	.040	-.020	.040	.120	.040
Btr 2	.060	.216	.012	-.007	.059	.055	.172	.216	.032	-.007	-.007	.059	.173	.028	.007
Btr 3	.120	.012	.281	.064	.037	.109	.041	-.008	.281	.044	.064	.037	-.016	.273	.070
Btr 4	.040	-.007	.064	.226	.038	.031	.024	-.007	.064	.226	.226	.038	.006	.066	.174
Btr 5	-.020	.059	.037	.038	.300	-.022	.097	.059	.057	.038	.038	.300	.038	.036	.016
Btr 6	.280	.055	.109	.031	-.022	.314	.049	.035	.089	.011	.031	-.022	.031	.104	-.017
Btr 7	.060	.172	.041	.024	.097	.049	.241	.172	.061	.024	.024	.097	.124	.053	.030
Btr 8	.060	.216	-.008	-.007	.059	.035	.172	.256	.012	-.007	-.007	.059	.213	.008	.007
Btr 9	.100	.032	.281	.064	.057	.089	.061	.012	.321	.044	.064	.057	-.016	.313	.070
Btr 10	.060	-.007	.044	.226	.038	.011	.024	-.007	.044	.266	.226	.038	.006	.036	.214
Btr 11	.040	-.007	.064	.226	.038	.031	.024	-.007	.064	.226	.226	.038	.006	.066	.174
Btr 12	-.020	.059	.037	.038	.300	-.022	.097	.059	.057	.038	.038	.300	.038	.036	.016
Btr 13	.040	.173	-.016	.006	.038	.031	.124	.213	-.016	.006	.006	.038	.226	-.004	.014
Btr 14	.120	.028	.273	.056	.036	.104	.053	.008	.313	.036	.056	.036	-.004	.361	.057
Btr 15	.040	.007	.070	.174	.016	-.017	.030	.007	.070	.214	.174	.016	.014	.057	.293

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Btr 1	57.53	15.774	.411	.	.816
Btr 2	57.47	16.174	.455	.	.813
Btr 3	57.39	15.563	.538	.	.807
Btr 4	57.41	15.927	.512	.	.809
Btr 5	57.51	16.255	.349	.	.820
Btr 6	57.45	16.253	.338	.	.820
Btr 7	57.39	15.803	.526	.	.808
Btr 8	57.47	16.214	.398	.	.816
Btr 9	57.39	15.323	.553	.	.805
Btr 10	57.41	15.927	.462	.	.812
Btr 11	57.41	15.927	.512	.	.809
Btr 12	57.51	16.255	.349	.	.820
Btr 13	57.41	16.567	.336	.	.820
Btr 14	57.33	15.387	.498	.	.809
Btr 15	57.31	16.060	.402	.	.816

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
61.53	18.094	4.254	15

Lampiran 8 : Uji Validitas dan Reabilitas Variabel Y

Reliability

Warnings

The covariance matrix is calculated and used in the analysis.
 The determinant of the covariance matrix is zero or approximately zero. Statistics based on its inverse matrix cannot be computed and they are displayed as system missing values.

Case Processing Summary

		N	%
Cases	Valid	51	100.0
	Excluded ^a	0	.0
	Total	51	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
.914	.914	15

Item Statistics

	Mean	Std. Deviation	N
Btr 1	4.57	.500	51
Btr 2	4.45	.503	51
Btr 3	4.53	.504	51
Btr 4	4.53	.542	51
Btr 5	4.53	.504	51
Btr 6	4.39	.493	51
Btr 7	4.59	.497	51
Btr 8	4.63	.488	51
Btr 9	4.59	.497	51
Btr 10	4.39	.493	51
Btr 11	4.53	.504	51
Btr 12	4.39	.493	51
Btr 13	4.57	.500	51
Btr 14	4.47	.504	51
Btr 15	4.65	.483	51

Inter-Item Correlation Matrix

	Btr 1	Btr 2	Btr 3	Btr 4	Btr 5	Btr 6	Btr 7	Btr 8	Btr 9	Btr 10	Btr 11	Btr 12	Btr 13	Btr 14	Btr 15
Btr 1	1.000	.153	.845	.711	.924	.051	.558	.557	.639	.051	.924	.051	.920	.107	.517
Btr 2	.153	1.000	.144	-.013	.144	.886	.198	.128	.198	.806	.144	.886	.153	.724	.092
Btr 3	.845	.144	1.000	.710	.921	.033	.568	.492	.568	-.047	.921	.033	.845	.023	.619
Btr 4	.711	-.013	.710	1.000	.783	-.119	.380	.458	.454	-.119	.783	-.119	.711	-.052	.346
Btr 5	.924	.144	.921	.783	1.000	.033	.568	.574	.648	.033	1.000	.033	.924	.102	.537
Btr 6	.051	.886	.033	-.119	.033	1.000	.182	.121	.182	.918	.033	1.000	.051	.852	.089
Btr 7	.558	.198	.568	.380	.568	.182	1.000	.839	.919	.101	.568	.182	.558	.070	.883
Btr 8	.557	.128	.492	.458	.574	.121	.839	1.000	.921	.121	.574	.121	.557	.076	.704
Btr 9	.639	.198	.568	.454	.648	.182	.919	.921	1.000	.182	.648	.182	.639	.150	.799
Btr 10	.051	.806	-.047	-.119	.033	.918	.101	.121	.182	1.000	.033	.918	.051	.852	.005
Btr 11	.924	.144	.921	.783	1.000	.033	.568	.574	.648	.033	1.000	.033	.924	.102	.537
Btr 12	.051	.886	.033	-.119	.033	1.000	.182	.121	.182	.918	.033	1.000	.051	.852	.089
Btr 13	.920	.153	.845	.711	.924	.051	.558	.557	.639	.051	.924	.051	1.000	.107	.517
Btr 14	.107	.724	.023	-.052	.102	.852	.070	.076	.150	.852	.102	.852	.107	1.000	.039
Btr 15	.517	.092	.619	.346	.537	.089	.883	.704	.799	.005	.537	.089	.517	.039	1.000

The covariance matrix is calculated and used in the analysis.

Inter-Item Covariance Matrix

	Btr 1	Btr 2	Btr 3	Btr 4	Btr 5	Btr 6	Btr 7	Btr 8	Btr 9	Btr 10	Btr 11	Btr 12	Btr 13	Btr 14	Btr 15
Btr 1	.250	.038	.213	.193	.233	.013	.139	.136	.159	.013	.233	.013	.230	.027	.125
Btr 2	.038	.253	.036	-.004	.036	.220	.049	.031	.049	.200	.036	.220	.038	.184	.022
Btr 3	.213	.036	.254	.194	.234	.008	.142	.121	.142	-.012	.234	.008	.213	.006	.151
Btr 4	.193	-.004	.194	.294	.214	-.032	.102	.121	.122	-.032	.214	-.032	.193	-.014	.091
Btr 5	.233	.036	.234	.214	.254	.008	.142	.141	.162	.008	.254	.008	.233	.026	.131
Btr 6	.013	.220	.008	-.032	.008	.243	.045	.029	.045	.223	.008	.243	.013	.212	.021
Btr 7	.139	.049	.142	.102	.142	.045	.247	.204	.227	.025	.142	.045	.139	.018	.212
Btr 8	.136	.031	.121	.121	.141	.029	.204	.238	.224	.029	.141	.029	.136	.019	.166
Btr 9	.159	.049	.142	.122	.162	.045	.227	.224	.247	.045	.162	.045	.159	.038	.192
Btr 10	.013	.200	-.012	-.032	.008	.223	.025	.029	.045	.243	.008	.223	.013	.212	.001
Btr 11	.233	.036	.234	.214	.254	.008	.142	.141	.162	.008	.254	.008	.233	.026	.131
Btr 12	.013	.220	.008	-.032	.008	.243	.045	.029	.045	.223	.008	.243	.013	.212	.021
Btr 13	.230	.038	.213	.193	.233	.013	.139	.136	.159	.013	.233	.013	.250	.027	.125
Btr 14	.027	.184	.006	-.014	.026	.212	.018	.019	.038	.212	.026	.212	.027	.254	.009
Btr 15	.125	.022	.151	.091	.131	.021	.212	.166	.192	.001	.131	.021	.125	.009	.233

The covariance matrix is calculated and used in the analysis.

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Btr 1	63.24	21.744	.756	.	.903
Btr 2	63.35	22.953	.481	.	.912
Btr 3	63.27	21.883	.717	.	.904
Btr 4	63.27	22.563	.517	.	.912
Btr 5	63.27	21.603	.782	.	.902
Btr 6	63.41	23.167	.445	.	.914
Btr 7	63.22	22.013	.699	.	.905
Btr 8	63.18	22.228	.663	.	.906
Btr 9	63.22	21.733	.764	.	.903
Btr 10	63.41	23.367	.401	.	.915
Btr 11	63.27	21.603	.782	.	.902
Btr 12	63.41	23.167	.445	.	.914
Btr 13	63.24	21.744	.756	.	.903
Btr 14	63.33	23.267	.411	.	.915
Btr 15	63.16	22.495	.610	.	.908

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
67.80	25.521	5.052	15

Lampiran 9 : Uji Regresi Linier Berganda**Regression****Descriptive Statistics**

	Mean	Std. Deviation	N
Kinerja	67.80	5.052	51
Pengembangan Karir	60.69	4.905	51
Sistem kompensasi	61.53	4.254	51

Correlations

		Kinerja	Pengembangan Karir	Sistem kompensasi
Pearson Correlation	Kinerja	1.000	.350	.171
	Pengembangan Karir	.350	1.000	.325
	Sistem kompensasi	.171	.325	1.000
Sig. (1-tailed)	Kinerja	.	.006	.116
	Pengembangan Karir	.006	.	.010
	Sistem kompensasi	.116	.010	.
N	Kinerja	51	51	51
	Pengembangan Karir	51	51	51
	Sistem kompensasi	51	51	51

Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Sistem kompensasi, Pengembangan Karir ^a		Enter

- a. All requested variables entered.
b. Dependent Variable: Kinerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.355 ^a	.126	.090	4.820	2.571

- a. Predictors: (Constant), Sistem kompensasi, Pengembangan Karir
b. Dependent Variable: Kinerja

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	161.055	2	80.527	3.467	.039 ^a
	Residual	1114.985	48	23.229		
	Total	1276.039	50			

- a. Predictors: (Constant), Sistem kompensasi, Pengembangan Karir
b. Dependent Variable: Kinerja

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	42.576	11.322		3.760	.000		
	Pengembangan Karir	.339	.147	.330	2.310	.025	.894	1.118
	Sistem kompensasi	.075	.169	.063	.444	.659	.894	1.118

a. Dependent Variable: Kinerja

Collinearity Diagnostics

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Pengembangan Karir	Sistem kompensasi
1	1	2.994	1.000	.00	.00	.00
	2	.004	27.685	.06	.93	.31
	3	.002	36.321	.94	.07	.69

a. Dependent Variable: Kinerja

Residuals Statistics

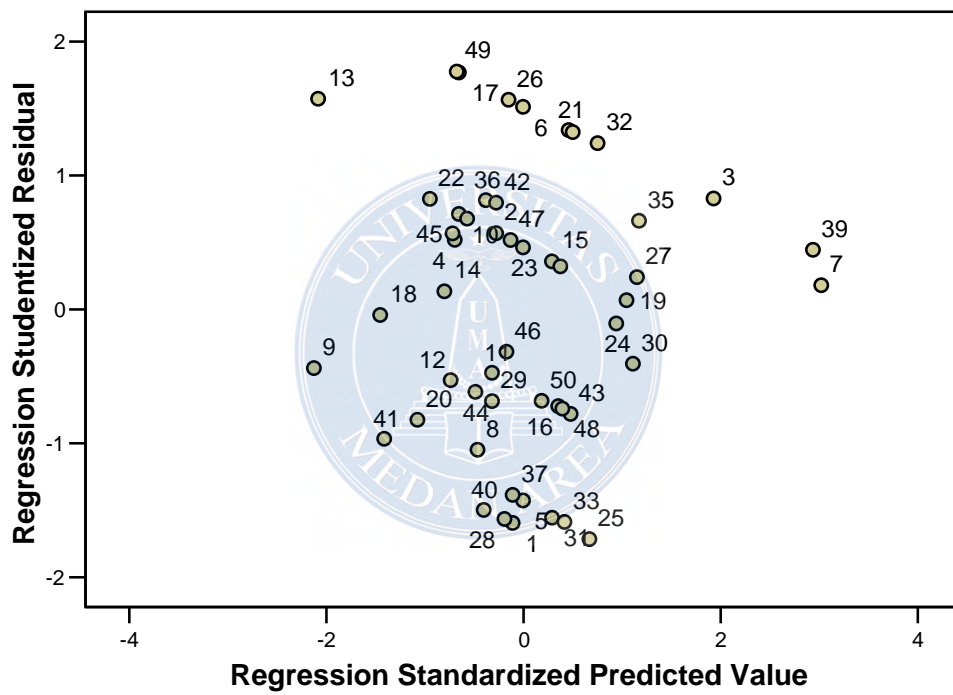
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	63.99	73.22	67.80	1.795	51
Std. Predicted Value	-2.127	3.020	.000	1.000	51
Standard Error of Predicted Value	.684	2.179	1.098	.406	51
Adjusted Predicted Value	62.71	73.03	67.78	1.806	51
Residual	-8.003	8.412	.000	4.722	51
Std. Residual	-1.660	1.745	.000	.980	51
Stud. Residual	-1.715	1.776	.002	1.003	51
Deleted Residual	-8.540	8.705	.021	4.957	51
Stud. Deleted Residual	-1.752	1.818	.002	1.014	51
Mahal. Distance	.027	9.243	1.961	2.410	51
Cook's Distance	.000	.161	.017	.025	51
Centered Leverage Value	.001	.185	.039	.048	51

a. Dependent Variable: Kinerja

Charts

Scatterplot

Dependent Variable: Kinerja



Lampiran 9 : Uji Korelasi

Correlations

Correlations

		Pengembangan Karir	Sistem kompensasi
Pengembangan Karir	Pearson Correlation	1	.425 *
	Sig. (2-tailed)	.	.020
	N	51	51
Sistem kompensasi	Pearson Correlation	.425 *	1
	Sig. (2-tailed)	.020	.
	N	51	51

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

