

LAMPIRAN 3
Hasil Analisis Data

Hasil Uji Validitas Beban Kerja (X₁)

		Correlations						
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	Total
X1.1	Pearson Correlation	1	.672**	.419**	.582**	.204	.295	.703**
	Sig. (2-tailed)		.000	.007	.000	.206	.065	.000
	N	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.672**	1	.299	.528**	.362*	.225	.689**
	Sig. (2-tailed)	.000		.061	.000	.022	.164	.000
	N	40	40	40	40	40	40	40
X1.3	Pearson Correlation	.419**	.299	1	.618**	.239	.221	.648**
	Sig. (2-tailed)	.007	.061		.000	.138	.171	.000
	N	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.582**	.528**	.618**	1	.444**	.391*	.832**
	Sig. (2-tailed)	.000	.000	.000		.004	.013	.000
	N	40	40	40	40	40	40	40
X1.5	Pearson Correlation	.204	.362*	.239	.444**	1	.356*	.667**
	Sig. (2-tailed)	.206	.022	.138	.004		.024	.000
	N	40	40	40	40	40	40	40
X1.6	Pearson Correlation	.295	.225	.221	.391*	.356*	1	.647**
	Sig. (2-tailed)	.065	.164	.171	.013	.024		.000
	N	40	40	40	40	40	40	40
Total	Pearson Correlation	.703**	.689**	.648**	.832**	.667**	.647**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40

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

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

Hasil Uji Validitas Lingkungan Kerja (X₂)

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	Total
X2.1 Pearson Correlation	1	.634**	.429**	.474**	.671**	.437**	.708**	.784**	.819**
Sig. (2-tailed)		,000	,006	,002	,000	,005	,000	,000	,000
N	40	40	40	40	40	40	40	40	40
X2.2 Pearson Correlation	.634**	1	.699**	.632**	.598**	.329*	.597**	.592**	.846**
Sig. (2-tailed)	,000		,000	,000	,000	,038	,000	,000	,000
N	40	40	40	40	40	40	40	40	40
X2.3 Pearson Correlation	.429**	.699**	1	.514**	.432**	,096	.429**	.470**	.705**
Sig. (2-tailed)	,006	,000		,001	,005	,554	,006	,002	,000
N	40	40	40	40	40	40	40	40	40
X2.4 Pearson Correlation	.474**	.632**	.514**	1	.375*	.618**	.350*	.477**	.756**
Sig. (2-tailed)	,002	,000	,001		,017	,000	,027	,002	,000
N	40	40	40	40	40	40	40	40	40
X2.5 Pearson Correlation	.671**	.598**	.432**	.375*	1	.538**	.696**	.702**	.791**
Sig. (2-tailed)	,000	,000	,005	,017		,000	,000	,000	,000
N	40	40	40	40	40	40	40	40	40
X2.6 Pearson Correlation	.437**	.329*	,096	.618**	.538**	1	.396*	.409**	.610**
Sig. (2-tailed)	,005	,038	,554	,000	,000		,011	,009	,000
N	40	40	40	40	40	40	40	40	40
X2.7 Pearson Correlation	.708**	.597**	.429**	.350*	.696**	.396*	1	.679**	.764**
Sig. (2-tailed)	,000	,000	,006	,027	,000	,011		,000	,000
N	40	40	40	40	40	40	40	40	40
X2.8 Pearson Correlation	.784**	.592**	.470**	.477**	.702**	.409**	.679**	1	.818**
Sig. (2-tailed)	,000	,000	,002	,002	,000	,009	,000		,000
N	40	40	40	40	40	40	40	40	40

Total	Pearson Correlation	.819**	.846**	.705**	.756**	.791**	.610**	.764**	.818**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40	40	40	40

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

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

Hasil Uji Validitas Kompensasi (X₃)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	Total
X3.1	Pearson Correlation	1	.556**	.611**	.657**	.513**	.537**	.412**	.589**	.781**
	Sig. (2-tailed)		,000	,000	,000	,001	,000	,008	,000	,000
	N	40	40	40	40	40	40	40	40	40
X3.2	Pearson Correlation	.556**	1	.387*	.529**	.488**	.712**	.371*	.720**	.753**
	Sig. (2-tailed)	,000		,014	,000	,001	,000	,018	,000	,000
	N	40	40	40	40	40	40	40	40	40
X3.3	Pearson Correlation	.611**	.387*	1	.757**	.662**	.438**	.621**	.375*	.795**
	Sig. (2-tailed)	,000	,014		,000	,000	,005	,000	,017	,000
	N	40	40	40	40	40	40	40	40	40
X3.4	Pearson Correlation	.657**	.529**	.757**	1	.750**	.556**	.504**	.652**	.870**
	Sig. (2-tailed)	,000	,000	,000		,000	,000	,001	,000	,000
	N	40	40	40	40	40	40	40	40	40
X3.5	Pearson Correlation	.513**	.488**	.662**	.750**	1	.481**	.566**	.462**	.807**
	Sig. (2-tailed)	,001	,001	,000	,000		,002	,000	,003	,000
	N	40	40	40	40	40	40	40	40	40
X3.6	Pearson Correlation	.537**	.712**	.438**	.556**	.481**	1	.262	.666**	.733**
	Sig. (2-tailed)	,000	,000	,005	,000	,002		,102	,000	,000

	N	40	40	40	40	40	40	40	40	40
X3.7	Pearson Correlation	.412**	.371*	.621**	.504**	.566**	.262	1	.323*	.694**
	Sig. (2-tailed)	,008	,018	,000	,001	,000	,102		,042	,000
	N	40	40	40	40	40	40	40	40	40
X3.8	Pearson Correlation	.589**	.720**	.375*	.652**	.462**	.666**	.323*	1	.747**
	Sig. (2-tailed)	,000	,000	,017	,000	,003	,000	,042		,000
	N	40	40	40	40	40	40	40	40	40
Total	Pearson Correlation	.781**	.753**	.795**	.870**	.807**	.733**	.694**	.747**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40	40	40	40

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

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

Hasil Uji Validitas Kinerja Karyawan (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Total
Y1	Pearson Correlation	1	.658**	.625**	.338	.611**	.573**	.621**	.499**	.766**
	Sig. (2-tailed)		,000	,000	,033	,000	,000	,000	,001	,000
	N	40	40	40	40	40	40	40	40	40
Y2	Pearson Correlation	.658**	1	.726**	.423**	.599**	.600**	.478**	.592**	.793**
	Sig. (2-tailed)	,000		,000	,007	,000	,000	,002	,000	,000
	N	40	40	40	40	40	40	40	40	40
Y3	Pearson Correlation	.625**	.726**	1	.588**	.802**	.487**	.641**	.545**	.855**
	Sig. (2-tailed)	,000	,000		,000	,000	,001	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40
Y4	Pearson Correlation	.338	.423**	.588**	1	.682**	.340	.341	.399	.675**
	Sig. (2-tailed)	,033	,007	,000		,000	,032	,031	,011	,000
	N	40	40	40	40	40	40	40	40	40
Y5	Pearson Correlation	.611**	.599**	.802**	.682**	1	.657**	.657**	.533**	.886**
	Sig. (2-tailed)	,000	,000	,000	,000		,000	,000	,000	,000
	N	40	40	40	40	40	40	40	40	40
Y6	Pearson Correlation	.573**	.600**	.487**	.340	.657**	1	.671**	.610**	.776**
	Sig. (2-tailed)	,000	,000	,001	,032	,000		,000	,000	,000
	N	40	40	40	40	40	40	40	40	40
Y7	Pearson Correlation	.621**	.478**	.641**	.341	.657**	.671**	1	.717**	.806**
	Sig. (2-tailed)	,000	,002	,000	,031	,000	,000		,000	,000
	N	40	40	40	40	40	40	40	40	40
Y8	Pearson Correlation	.499**	.592**	.545**	.399	.533**	.610**	.717**	1	.765**
	Sig. (2-tailed)	,001	,000	,000	,011	,000	,000	,000		,000
	N	40	40	40	40	40	40	40	40	40

Total	Pearson Correlation	.766**	.793**	.855**	.675**	.886**	.776**	.806**	.765**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	40	40	40	40	40	40	40	40	40

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

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

Hasil Uji Reliabilitas Beban Kerja (X₁)

Reliability Statistics

Cronbach's Alpha	N of Items
Reliability Statistics	
Cronbach's Alpha	N of Items
.889	8

Hasil Uji Reliabilitas Lingkungan Kerja (X₂)

Hasil Uji Reliabilitas Kompensasi (X₃)

Reliability Statistics

Cronbach's Alpha	N of Items
.896	8

Hasil Uji Reliabilitas Kinerja Karyawan (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.910	8

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.912 ^a	.832	.818	1.948

a. Predictors: (Constant), Kompensasi, Beban Kerja, Lingkungan Kerja

b. Dependent Variable: Kinerja Karyawan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	678.357	3	226.119	59.584	.000 ^b
	Residual	136.618	36	3.795		
	Total	814.975	39			

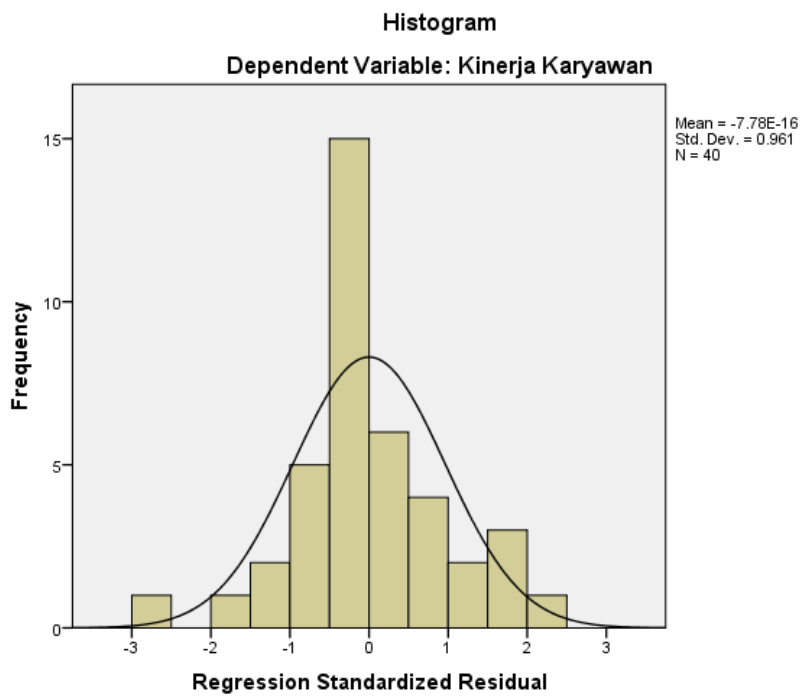
a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Kompensasi, Beban Kerja, Lingkungan Kerja

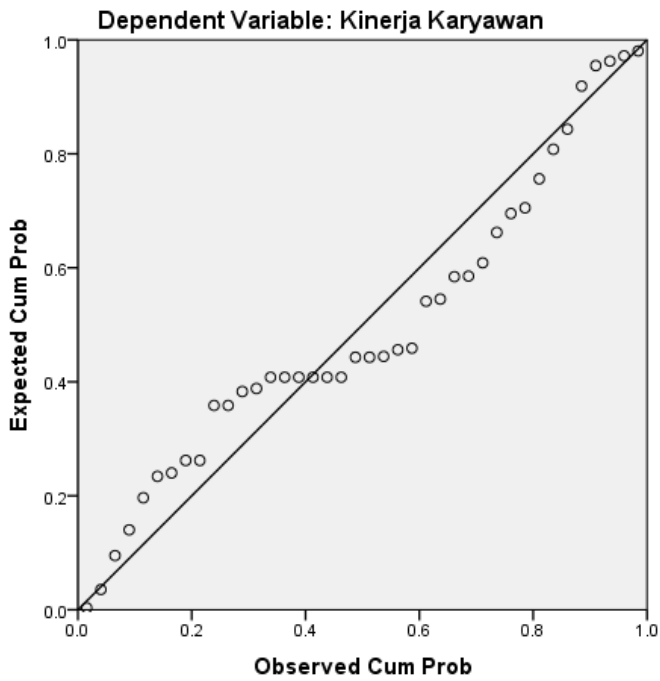
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	1.718	2.557		.672	.506
	Beban Kerja	.604	.117	.455	5.147	.000
	Lingkungan Kerja	.303	.096	.352	3.174	.003
	Kompensasi	.212	.100	.235	2.120	.041

a. Dependent Variable: Kinerja Karyawan



Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: Kinerja Karyawan

