

## Lampiran 4

### Correlation: Hasil Uji Validitas Variabel Kinerja (Kin)

Correlations

	Kin1	Kin2	Kin3	Kin4	Kin5	Kin6	Kin7	Kin8	Kin9	Kin10	Kin11	Kin12	Kin13	Kin14	Kin15	Kin16	Kin17	Kin18	Kin19	Kin20	Kin
Kin1 Pearson Correla	1	.147	.034	-.096	.189	-.139	-.073	.200	.317*	.128	.186	.125	.089	.041	.253	.189	.356*	.018	.324*	.288*	.296*
Sig. (2-tailed)		.307	.817	.508	.188	.337	.616	.164	.025	.375	.197	.388	.538	.779	.076	.188	.011	.902	.022	.042	.037
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin2 Pearson Correla	.147	1	.400**	.127	.260	.388*	.418*	.531**	.256	.026	-.055	.180	.144	.367**	.333*	.260	.231	.213	.255	.377**	.468**
Sig. (2-tailed)	.307		.004	.379	.068	.005	.003	.000	.072	.857	.706	.212	.317	.009	.018	.068	.107	.137	.074	.007	.001
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin3 Pearson Correla	.034	.400**	1	.221	.017	.506**	.351**	.422**	.366**	.214	.112	.409**	-.049	.336*	.443*	.228	.305*	.398*	.284*	.286*	.528**
Sig. (2-tailed)	.817	.004		.122	.907	.000	.012	.002	.009	.135	.439	.003	.734	.017	.001	.111	.031	.004	.045	.044	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin4 Pearson Correla	-.096	.127	.221	1	-.163	.190	.105	.019	.053	-.031	.338*	.511**	.418*	.191	.340*	.425*	.362*	.144	.077	.012	.492**
Sig. (2-tailed)	.508	.379	.122		.258	.186	.470	.895	.713	.830	.016	.000	.003	.183	.016	.002	.010	.320	.596	.935	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin5 Pearson Correla	.189	.260	.017	.163	1	.294*	.307*	.198	.198	.031	-.012	.349*	.410*	.317*	.146	.027	.252	.403*	.301*	.323*	.477**
Sig. (2-tailed)	.188	.068	.907	.258		.038	.030	.169	.168	.833	.936	.013	.003	.025	.313	.852	.077	.004	.034	.022	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin6 Pearson Correla	-.139	.388*	.506**	.190	.294*	1	.816**	.379**	.153	.515**	.266	.523*	.152	.446*	.482*	.246	.347*	.331*	-.103	-.040	.592**
Sig. (2-tailed)	.337	.005	.000	.186	.038		.000	.007	.289	.000	.062	.000	.291	.001	.000	.085	.013	.019	.475	.783	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin7 Pearson Correla	-.073	.418*	.351**	.105	.307*	.816**	1	.567**	.279**	.407**	.284*	.491**	.156	.561**	.442**	.216	.317*	.362*	.028	.099	.607**
Sig. (2-tailed)	.616	.003	.012	.470	.030	.000		.000	.050	.003	.046	.000	.281	.000	.001	.132	.025	.010	.849	.494	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin8 Pearson Correla	.200	.531**	.422**	.019	.198	.379**	.567**	1	.650**	.136	.111	.450**	.053	.351**	.363*	.156	.405*	.278	.279	.338*	.562**
Sig. (2-tailed)	.164	.000	.002	.895	.169	.007	.000		.000	.346	.441	.001	.012	.010	.280	.004	.050	.050	.016	.000	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin9 Pearson Correla	.317**	.256	.366**	.053	.198	.153	.279**	.650**	1	.372**	.177	.489**	.140	.232	.330*	.267	.611**	.371**	.434*	.393**	.625**
Sig. (2-tailed)	.025	.072	.009	.713	.168	.289	.050	.000		.008	.220	.000	.331	.106	.019	.061	.000	.008	.002	.005	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin10 Pearson Correla	.128	.026	.214	-.031	.031	.515**	.407**	.136	.372**	1	.456**	.535*	.253	.327*	.314*	.248	.453*	.154	.189	.070	.510**
Sig. (2-tailed)	.375	.857	.135	.830	.833	.000	.003	.346	.008		.001	.000	.076	.020	.027	.082	.001	.287	.189	.631	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin11 Pearson Correla	.186	-.055	.112	.338*	-.012	.266	.284*	.111	.177	.456**	1	.417**	.215	.023	.259	.340*	.411**	.258	.180	.084	.478**
Sig. (2-tailed)	.197	.706	.439	.016	.936	.062	.046	.441	.220	.001		.003	.134	.876	.070	.016	.003	.070	.210	.561	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin12 Pearson Correla	.125	.180	.409**	.511**	.349*	.523**	.491**	.450**	.489**	.535**	.417**	1	.693*	.604*	.486*	.447*	.663*	.343*	.190	.139	.830**
Sig. (2-tailed)	.388	.212	.003	.000	.013	.000	.001	.000	.000	.003	.000		.000	.000	.000	.001	.000	.015	.187	.336	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin13 Pearson Correla	.089	-.144	-.049	.418*	.410*	.152	.156	.053	.140	.253	.215	.693*	1	.549*	.258	.410*	.446*	.093	.117	.062	.535**
Sig. (2-tailed)	.538	.317	.734	.003	.003	.291	.281	.712	.331	.076	.134	.000		.000	.071	.003	.001	.521	.420	.667	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin14 Pearson Correla	.041	.367**	.336*	.191	.317*	.446*	.561**	.351**	.232	.327**	.023	.604*	.549*	1	.527*	.445*	.438*	.179	.139	.197	.643**
Sig. (2-tailed)	.779	.009	.017	.183	.025	.01	.000	.012	.106	.020	.876	.000	.000		.000	.001	.001	.213	.334	.171	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin15 Pearson Correla	.253	.333*	.443*	.340*	.146	.482*	.442*	.363*	.330*	.314*	.259	.486*	.258	.527**	1	.767*	.763*	-.103	-.114	-.170	.702**
Sig. (2-tailed)	.076	.018	.001	.016	.313	.000	.001	.010	.019	.027	.070	.000	.071	.000		.000	.000	.477	.430	.237	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin16 Pearson Correla	.189	.260	.228	.425*	.027	.246	.216	.156	.267	.248	.340*	.447**	.410*	.445*	.767**	1	.694*	-.216	-.099	-.197	.608**
Sig. (2-tailed)	.188	.068	.111	.002	.852	.085	.132	.280	.061	.082	.016	.001	.003	.001	.000		.000	.132	.496	.171	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin17 Pearson Correla	.356*	.231	.305*	.362**	.252	.347**	.317**	.405**	.611**	.453**	.411**	.663*	.446*	.438*	.763*	.694*	1	.086	.139	.042	.813**
Sig. (2-tailed)	.011	.107	.031	.010	.077	.013	.025	.004	.000	.001	.003	.000	.001	.001	.000	.000		.553	.337	.770	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin18 Pearson Correla	.018	.213	.398**	.144	.403*	.331**	.362**	.278	.371**	.154	.258	.343*	.093	.179	-.103	-.216	.086	1	.490*	.538*	.433**
Sig. (2-tailed)	.902	.137	.004	.320	.004	.019	.010	.050	.008	.287	.070	.015	.521	.213	.477	.132	.553		.000	.000	.002
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin19 Pearson Correla	.324*	.255	.284*	.077	.301*	-.103	.028	.279	.434*	.189	.180	.190	.117	.139	-.114	-.099	.139	.490*	1	.917**	.389**
Sig. (2-tailed)	.022	.074	.045	.596	.034	.475	.849	.050	.002	.189	.210	.187	.420	.334	.430	.496	.337	.000		.000	.005
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin20 Pearson Correla	.288*	.377**	.286*	.012	.323*	-.040	.099	.338*	.393*	.070	.084	.139	.062	.197	-.170	-.197	.042	.538*	.917**	1	.342**
Sig. (2-tailed)	.042	.007	.044	.935	.022	.783	.494	.016	.005	.631	.561	.336	.667	.171	.237	.171	.770	.000	.000		.015
N	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
Kin Pearson Correla	.296*	.468**	.528**	.492**																	

## Correlation: Hasil Uji Validitas Variabel Kesejahteraan Karyawan (KK)

Correlations

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK
KK1 Pearson Correlation	1	.828**	.518**	.577**	.267	.392**	.200	.368**	.505**	.295*	.491**	.505**	.818**
Sig. (2-tailed)		.000	.000	.000	.060	.005	.165	.008	.000	.038	.000	.000	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK2 Pearson Correlation	.828**	1	.591**	.688**	.309*	.365**	.208	.293*	.448**	.234	.438**	.448**	.820**
Sig. (2-tailed)	.000		.000	.000	.029	.009	.147	.039	.001	.101	.001	.001	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK3 Pearson Correlation	.518**	.591**	1	.581**	.447**	-.041	.106	.413**	.108	.251	.361*	.267	.650**
Sig. (2-tailed)	.000	.000		.000	.001	.775	.465	.003	.455	.078	.010	.061	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK4 Pearson Correlation	.577**	.688**	.581**	1	.505**	.343*	.259	.412**	.258	.170	.387**	.393**	.747**
Sig. (2-tailed)	.000	.000	.000		.000	.015	.069	.003	.071	.237	.005	.005	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK5 Pearson Correlation	.267	.309*	.447**	.505**	1	.252	.276	.225	-.144	.125	.388**	.370**	.473**
Sig. (2-tailed)	.060	.029	.001	.000		.077	.052	.116	.319	.387	.005	.008	.001
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK6 Pearson Correlation	.392**	.365**	-.041	.343*	.252	1	.311*	-.060	.442**	-.048	.377**	.442**	.455**
Sig. (2-tailed)	.005	.009	.775	.015	.077		.028	.680	.001	.742	.007	.001	.001
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK7 Pearson Correlation	.200	.208	.106	.259	.276	.311*	1	.451**	.243	.205	.351*	.243	.450**
Sig. (2-tailed)	.165	.147	.465	.069	.052	.028		.001	.090	.154	.012	.090	.001
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK8 Pearson Correlation	.368**	.293*	.413**	.412**	.225	-.060	.451**	1	.399**	.618**	.508**	.480**	.639**
Sig. (2-tailed)	.008	.039	.003	.003	.116	.680	.001		.004	.000	.000	.000	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK9 Pearson Correlation	.505**	.448**	.108	.258	-.144	.442**	.243	.399**	1	.314*	.452**	.669**	.607**
Sig. (2-tailed)	.000	.001	.455	.071	.319	.001	.090	.004		.027	.001	.000	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK10 Pearson Correlation	.295*	.234	.251	.170	.125	-.048	.205	.618**	.314*	1	.716**	.502**	.532**
Sig. (2-tailed)	.038	.101	.078	.237	.387	.742	.154	.000	.027		.000	.000	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK11 Pearson Correlation	.491**	.438**	.361*	.387**	.388**	.377**	.351*	.508**	.452**	.716**	1	.621**	.747**
Sig. (2-tailed)	.000	.001	.010	.005	.005	.007	.012	.000	.001	.000		.000	.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK12 Pearson Correlation	.505**	.448**	.267	.393**	.370**	.442**	.243	.480**	.669**	.502**	.621**	1	.730**
Sig. (2-tailed)	.000	.001	.061	.005	.008	.001	.090	.000	.000	.000	.000		.000
N	50	50	50	50	50	50	50	50	50	50	50	50	50
KK Pearson Correlation	.818**	.820**	.650**	.747**	.473**	.455**	.450**	.639**	.607**	.532**	.747**	.730**	1
Sig. (2-tailed)	.000	.000	.000	.000	.001	.001	.001	.000	.000	.000	.000	.000	
N	50	50	50	50	50	50	50	50	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).

## Correlation: Hasil Uji Validitas Variabel Pengalaman Kerja Karyawan (PKK)

Correlations

		PKK1	PKK2	PKK3	PKK4	PKK5	PKK6	PKK7	PKK8	PKK9	PKK10	PKK
PKK1	Pearson Correlation	1	.842**	.894**	.591**	.755**	.819**	.896**	.854**	.806**	.766**	.921**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK2	Pearson Correlation	.842**	1	.849**	.755**	.904**	.935**	.812**	.749**	.704**	.707**	.926**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK3	Pearson Correlation	.894**	.849**	1	.712**	.708**	.829**	.912**	.866**	.818**	.806**	.941**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK4	Pearson Correlation	.591**	.755**	.712**	1	.730**	.678**	.634**	.529**	.480**	.497**	.745**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK5	Pearson Correlation	.755**	.904**	.708**	.730**	1	.892**	.718**	.665**	.672**	.635**	.862**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK6	Pearson Correlation	.819**	.935**	.829**	.678**	.892**	1	.810**	.766**	.723**	.769**	.921**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK7	Pearson Correlation	.896**	.812**	.912**	.634**	.718**	.810**	1	.922**	.872**	.824**	.942**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK8	Pearson Correlation	.854**	.749**	.866**	.529**	.665**	.766**	.922**	1	.945**	.893**	.917**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK9	Pearson Correlation	.806**	.704**	.818**	.480**	.672**	.723**	.872**	.945**	1	.841**	.880**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK10	Pearson Correlation	.766**	.707**	.806**	.497**	.635**	.769**	.824**	.893**	.841**	1	.865**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50
PKK	Pearson Correlation	.921**	.926**	.941**	.745**	.862**	.921**	.942**	.917**	.880**	.865**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

## Lampiran 5

### Hasil Uji Reliabilitas: Variabel Kinerja Karyawan (Kin)

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.860	20

### Hasil Uji Reliabilitas: Variabel Kesejahteraan Karyawan (KK)

#### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.868	12

## Hasil Uji Reliabilitas: Variabel Pengalaman Kerja Karyawan (PKK)

### Case Processing Summary

		N	%
Cases	Valid	50	100.0
	Excluded <sup>a</sup>	0	.0
	Total	50	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.970	10

## Lampiran 6

### Uji Asumsi Klasik: Hasil Uji Normalitas

#### NPar Tests

##### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.21584049
Most Extreme Differences	Absolute	.113
	Positive	.113
	Negative	-.082
Kolmogorov-Smirnov Z		.799
Asymp. Sig. (2-tailed)		.547

a. Test distribution is Normal.

b. Calculated from data.

## Uji Asumsi Klasik: Hasil Uji Heteroskedastisitas

### Regression

#### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Pengalaman Kerja, Kesejahteraan	.	Enter

a. All requested variables entered.

b. Dependent Variable: ABSRES\_1

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.227 <sup>a</sup>	.051	.011	2.23954

a. Predictors: (Constant), PKK, KK

b. Dependent Variable: ABSRES\_1

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.762	2	6.381	1.272	.290 <sup>a</sup>
	Residual	235.730	47	5.016		
	Total	248.492	49			

a. Predictors: (Constant), PKK, KK

b. Dependent Variable: ABSRES\_1

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.863	3.911		.988	.328
	Kesejahteraan	-.076	.109	-.148	-.702	.486
	Pengalaman Kerja	.094	.063	.313	1.484	.144

a. Dependent Variable: ABSRES\_1

## Uji Asumsi Klasik: Hasil Uji Multikolinearitas

### Regression

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

Model	Variables Entered	Variables Removed	Method
1	Pengalaman Kerja, Kesejahteraan	.	Enter

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

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

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kesejahteraan	.455	2.199
	Pengalaman Kerja	.455	2.199

- a. Dependent Variable: Kinerja Karyawan



## Lampiran 7

### Hasil Analisis Regresi Berganda

#### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Pengalaman Kerja, Kesejahteraan	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kinerja Karyawan

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.794 <sup>a</sup>	.631	.615	4.305

a. Predictors: (Constant), Pengalaman Kerja, Kesejahteraan

b. Dependent Variable: Kinerja Karyawan

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1489.608	2	744.804	40.195	.000 <sup>a</sup>
	Residual	870.892	47	18.530		
	Total	2360.500	49			

a. Predictors: (Constant), Pengalaman Kerja, Kesejahteraan

b. Dependent Variable: Kinerja Karyawan

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.154	7.517		2.282	.027
	Kesejahteraan	1.363	.209	.855	6.507	.000
	Pengalaman Kerja	-.079	.122	-.085	-.646	.521

a. Dependent Variable: Kinerja Karyawan

