

## LAMPIRAN

### Hasil uji validitas

No	Variabel	Item	Koefisien Korelasi (r)	Probabilitas	Keterangan
1	Motivasi	X1.1	0,835	0,000	Valid
		X1.2	0,818	0,000	Valid
		X1.3	0,666	0,000	Valid
		X1.4	0,663	0,000	Valid
		X1.5	0,785	0,000	Valid
2	Gaya Kepemimpinan	X2.1	0,780	0,000	Valid
		X2.2	0,533	0,000	Valid
		X2.3	0,748	0,000	Valid
		X2.4	0,572	0,000	Valid
3	Kompensasi	X3.1	0,578	0,000	Valid
		X3.2	0,598	0,000	Valid
		X3.3	0,670	0,000	Valid
		X3.4	0,681	0,000	Valid
4	Disiplin kerja	Y.1	0,805	0,000	Valid
		Y.2	0,815	0,000	Valid
		Y.3	0,539	0,000	Valid
		Y.4	0,487	0,000	Valid

### Hasil Uji Reliabilitas

No	Variabel	Alpha	Keterangan
1	Motivasi	0,793	Reliabel
2	Gaya Kepemimpinan	0,756	Reliabel
3	Kompensasi	0,742	Reliabel
4	Disiplin Kerja	0,756	Reliabel

### Hasil Uji Linieritas Motivasi

ANOVA Table

	Sum of Squares	Df	Mean Square	F	Sig.
Y * X1					
Between Groups (Combined)	101.892	12	8.491	3.948	.000
Linearity	61.354	1	61.354	28.529	.000
Deviation from Linearity	40.538	11	3.685	1.714	.080
Within Groups	230.108	107	2.151		
Total	332.000	119			

### Hasil Uji Linieritas Gaya Kepemimpinan

ANOVA Table

			Sum of Squares	Df	Mean Square	F	Sig.
Y * X2	Between Groups	(Combined)	114.360	9	12.707	6.422	.000
		Linearity	69.803	1	69.803	35.280	.000
		Deviation from Linearity	44.558	8	5.570	2.815	.007
	Within Groups		217.640	110	1.979		
	Total		332.000	119			

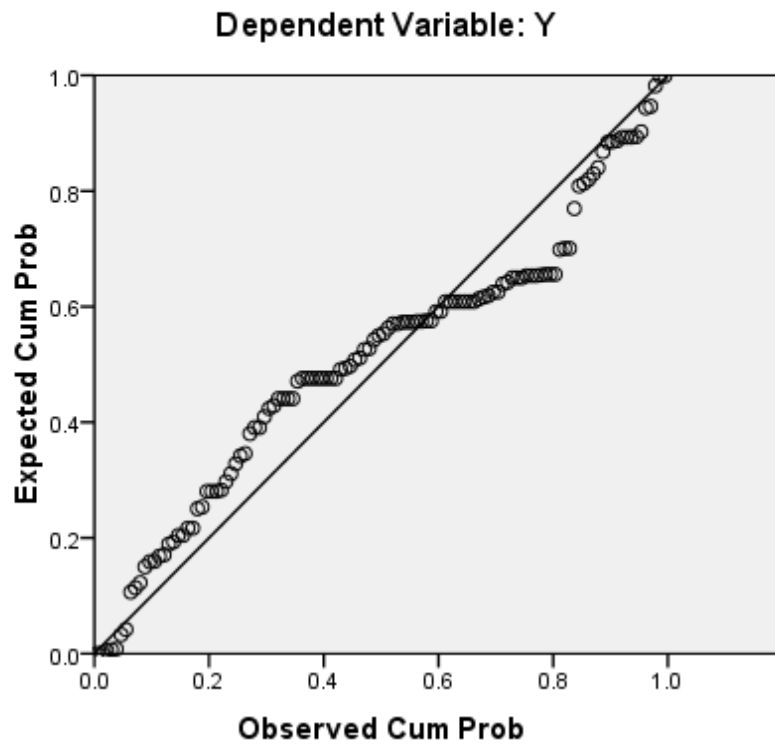
### Hasil Uji Linieritas Kompensasi

ANOVA Table

			Sum of Squares	Df	Mean Square	F	Sig.
Y * X3	Between Groups	(Combined)	187.388	8	23.424	17.979	.000
		Linearity	103.214	1	103.214	79.224	.000
		Deviation from Linearity	84.174	7	12.025	9.230	.000
	Within Groups		144.612	111	1.303		
	Total		332.000	119			

### Hasil Uji Normalitas

## Normal P-P Plot of Regression Standardized Residual



## Hasil Uji Auto Korelasi

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.654 <sup>a</sup>	.428	.413	1.27991	1.739

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

## Distribusi Jawaban Responden

Variabel	Indikator	STS		TS		N		S		SS		Mean
		F	%	F	%	F	%	F	%	F	%	
Motivasi (X1)	M <sub>1</sub>	0	0,0	3	2,5	28	23,3	73	60,8	16	13,3	3,85
	M <sub>2</sub>	0	0,0	3	2,5	25	20,8	76	63,3	16	13,3	3,87
	M <sub>3</sub>	0	0,0	8	6,7	36	30,0	61	50,8	15	12,5	3,69
	M <sub>4</sub>	0	0,0	6	5,0	23	19,2	72	60,0	19	15,8	3,86
	M <sub>5</sub>	0	0,0	7	5,8	28	23,3	73	60,8	12	10,0	3,75
Grand Mean											3,80	

### Distribusi Jawaban Responden

Variabel	Indikator	STS		TS		N		S		SS		Mean
		F	%	F	%	F	%	F	%	F	%	
Gaya Kepemimpinan (X2)	GK <sub>1</sub>	0	0,0	9	7,5	19	15,8	71	59,2	21	17,5	3,86
	GK <sub>2</sub>	0	0,0	2	1,7	27	22,5	81	67,5	10	8,3	3,82
	GK <sub>3</sub>	0	,0	1	,8	22	18,3	76	63,3	21	17,5	3,97
	GK <sub>4</sub>	0	0,0	0	0,0	55	59,8	24	26,1	13	14,1	3,64
	Grand Mean											3,82

### Distribusi Jawaban Responden

Variabel	Indikator	STS		TS		N		S		SS		Mean
		F	%	F	%	F	%	F	%	F	%	
Gaya Kepemimpinan (X2)	GK <sub>1</sub>	0	0,0	9	7,5	19	15,8	71	59,2	21	17,5	3,86
	GK <sub>2</sub>	0	0,0	2	1,7	27	22,5	81	67,5	10	8,3	3,82
	GK <sub>3</sub>	0	,0	1	,8	22	18,3	76	63,3	21	17,5	3,97
	GK <sub>4</sub>	0	0,0	0	0,0	55	59,8	24	26,1	13	14,1	3,64
	Grand Mean											3,82

### Distribusi Jawaban Responden

Variabel	Indikator	STS		TS		N		S		SS		Mean
		F	%	F	%	F	%	F	%	F	%	
Kompensas i (X3)	K <sub>1</sub>	0	0,0	6	5,0	47	39,2	61	50,8	6	5,0	3,55
	K <sub>2</sub>	0	0,0	3	2,5	27	22,5	75	62,5	15	12,5	3,85
	K <sub>3</sub>	0	0,0	5	4,2	25	20,8	76	63,3	14	11,7	3,82
	K <sub>4</sub>	0	0,0	2	2,2	18	15,0	75	62,5	25	20,8	4,02
	Grand Mean											3,81

### Distribusi Jawaban Responden

Variabel	Indikator	STS		TS		N		S		SS		Mean
		F	%	F	%	F	%	F	%	F	%	
Disiplin Kerja (Y)	DK <sub>1</sub>	0	0,0	3	2,5	25	20,8	82	68,3	10	8,3	3,82
	DK <sub>2</sub>	0	0,0	4	3,3	26	21,7	80	66,7	10	8,3	3,80
	DK <sub>3</sub>	0	0,0	1	,8	20	16,7	75	62,5	24	20,0	4,01
	DK <sub>4</sub>	0	0,0	4	3,3	25	20,8	75	62,5	16	13,3	3,85
Grand Mean											3,87	

### Hasil Analisis Regresi Linier Berganda

Coefficients<sup>a</sup>

Variable	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
X1	.152	.050	.242	3.016	.003	.430	.270	.212	.765	1.307
X2	.160	.076	.179	2.120	.036	.459	.193	.149	.695	1.439
X3	.430	.075	.433	5.701	.000	.558	.468	.400	.854	1.171

a. Dependent Variable: Y

### Hasil Uji Hipotesis 1

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3.583	1.289		2.780	.006					
X1	.152	.050	.242	3.016	.003	.430	.270	.212	.765	1.307

### Hasil Uji Hipotesis 2

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3.583	1.289		2.780	.006					
X2	.160	.076	.179	2.120	.036	.459	.193	.149	.695	1.439

### Hasil Uji Hipotesis 3

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
		1	(Constant)	3.583			1.289		2.780	.006	
	X3	.430	.075	.433	5.701	.000	.558	.468	.400	.854	1.171

a. Dependent Variable: Y

Sumber : Data diolah, 2019

### Hasil Uji Hipotesis 4

ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	141.973	3	47.324	28.889	.000 <sup>a</sup>
	Residual	190.027	116	1.638		
	Total	332.000	119			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Sumber: Data diolah, 2019



## Hasil Uji Parsial

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

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Correlations			Collinearity Statistics	
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
		1	(Constant)	3.583			1.289		2.780	.006	
	X1	.152	.050	.242	3.016	.003	.430	.270	.212	.765	1.307
	X2	.160	.076	.179	2.120	.036	.459	.193	.149	.695	1.439
	X3	.430	.075	.433	5.701	.000	.558	.468	.400	.854	1.171

a. Dependent Variable: Y

**Sumber: Data diolah, 2019**

## Hasil Uji Simultan (F)

**ANOVA<sup>b</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	141.973	3	47.324	28.889	.000 <sup>a</sup>
	Residual	190.027	116	1.638		
	Total	332.000	119			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

**Sumber: Data diolah, 2019**

## Hasil Uji Koefisien Determinasi R<sup>2</sup>

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.654 <sup>a</sup>	.428	.413	1.27991	1.739

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

**Sumber: Data diolah, 2019**