

Lampiran 1.

KUESIONER PENELITIAN

Responden yang terhormat,

Saya mahasiswa program studi manajemen fakultas ekonomi dan bisnis Universitas Muhammadiyah Surakarta bermaksud untuk mengajukan kuesioner dalam rangka pengumpulan data yang selanjutnya akan dianalisis untuk kepentingan penyusunan skripsi dengan judul “Analisis Pengaruh Kompensasi Finansial dan Kompensasi Non Finansial Terhadap Kinerja Karyawan Dapoer Bistik Sragen”. Kuesioner dalam penelitian ini hanya bersifat akademik dan bukan untuk dipublikasikan. Mohon kesediaan anda untuk bisa meluangkan waktu dalam pengisian kuesioner ini. Atas partisipasi dan kerja samanya saya ucapkan terima kasih.

Petunjuk Pengisian :

- A. Isilah semua nomor dalam angket ini dan sebaiknya jangan ada yang terlewatkan.
- B. Pengisian jawaban cukup dengan memberi tanda (X atau √) pada pernyataan yang dianggap sesuai dengan pendapat responden (satu jawaban dalam setiap nomor pernyataan).
- C. Pilihan jawaban :
 - a. Sangat Tidak Setuju (STS)
 - b. Tidak Setuju (TS)
 - c. Ragu-Ragu (R)
 - d. Setuju (S)
 - e. Sangat Setuju (SS)
- D. Kuisisioner ini diisi oleh karyawan.

KUESIONER KOMPENSASI FINANSIAL

| No | Pernyataan | STS | TS | R | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Perusahaan tempat saya bekerja, dalam memberikan gaji setiap bulan telah mampu memenuhi kebutuhan sehari-hari karyawan. | | | | | |
| 2 | Saya merasa, bahwa motivasi dan semangat kerja terpacu dengan gaji yang saya terima. | | | | | |
| 3 | Bonus yang diberikan perusahaan tempat saya bekerja selama ini dapat meningkatkan semangat kerja dalam bekerja. | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| 4 | Perusahaan tempat saya bekerja telah memberikan bonus secara adil kepada karyawan. | | | | | |
| 5 | Saya merasa, bahwa tunjangan yang diberikan sesuai dengan peranan/posisi saya dip perusahaan. | | | | | |
| 6 | Saya merasa aman dengan adanya asuransi yang diberikan. | | | | | |

KUESIONER KOMPENSASI NONFINANSIAL

| No | Pernyataan | STS | TS | R | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Perusahaan tempat saya bekerja, memberikan kepercayaan kepada karyawan untuk mempertanggung jawabkan tugas-tugasnya. | | | | | |
| 2 | Perusahaan tempat saya bekerja, memberikan kepercayaan kepada karyawan untuk mengerjakan tugas-tugas yang bervariasi sesuai dengan keahliannya. | | | | | |
| 3 | Suasana dan lingkungan kerja saya saat ini sangat nyaman dan membuat saya bergairah dalam bekerja. | | | | | |
| 4 | Perusahaan tempat saya bekerja menyediakan fasilitas yang mendukung dan lingkungan kerja yang kondusif. | | | | | |
| 5 | Perusahaan tempat saya bekerja, memberikan peluang yang merata kepada karyawan untuk dipromosikan pada jabatan yang lebih tinggi. | | | | | |
| 6 | Adanya toleransi waktu untuk beribadah merupakan pencerminan penghargaan pihak perusahaan terhadap karyawan yang ingin melakukan ibadah. | | | | | |

KUESIONER KINERJA KARYAWAN

| No | Pernyataan | STS | TS | R | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Saya merasa, bahwa saya mampu melaksanakan setiap pekerjaan yang diberikan. | | | | | |
| 2 | Saya merasa melakukan hal-hal kreatif untuk mendukung penyelesaian setiap tugas yang diberikan. | | | | | |
| 3 | Saya selalu mengikuti agenda atau jadwal kerja. | | | | | |
| 4 | Saya selalu berusaha dengan serius menyelesaikan pekerjaan sampai tuntas. | | | | | |
| 5 | Saya merasa dapat menyelesaikan tugas sesuai permintaan pimpinan. | | | | | |
| 6 | Saya merasa bahwa saya bangga dengan prestasi kerja yang dapat dicapai. | | | | | |

Lampiran 2.

DATA PENELITIAN

| No. | KOMPENSASI FINANSIAL | | | | | | Σ | KOMPENSASI NONFINANSIAL | | | | | | Σ | KINERJA | | | | | | Σ |
|-----|----------------------|---|---|---|---|---|----|-------------------------|---|---|---|---|---|----|---------|---|---|---|---|---|----|
| | 1 | 2 | 3 | 4 | 5 | 6 | | 1 | 2 | 3 | 4 | 5 | 6 | | 1 | 2 | 3 | 4 | 5 | 6 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 2 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 5 | 4 | 4 | 5 | 4 | 4 | 26 |
| 3 | 3 | 4 | 4 | 4 | 4 | 5 | 24 | 4 | 4 | 5 | 4 | 5 | 4 | 26 | 4 | 3 | 4 | 4 | 5 | 5 | 25 |
| 4 | 3 | 4 | 4 | 4 | 4 | 5 | 24 | 4 | 4 | 4 | 4 | 5 | 5 | 26 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 26 | 4 | 5 | 5 | 4 | 4 | 4 | 26 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 25 | 4 | 4 | 3 | 3 | 4 | 4 | 22 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 5 | 4 | 4 | 5 | 5 | 5 | 28 | 4 | 5 | 5 | 5 | 5 | 5 | 29 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 5 | 5 | 3 | 4 | 4 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 9 | 3 | 4 | 5 | 4 | 4 | 4 | 24 | 4 | 3 | 3 | 3 | 4 | 4 | 21 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 0 | 4 | 4 | 5 | 3 | 4 | 4 | 24 | 3 | 3 | 3 | 5 | 4 | 4 | 22 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 10 | 4 | 4 | 4 | 3 | 4 | 4 | 23 | 4 | 3 | 4 | 3 | 5 | 4 | 23 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 11 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 3 | 4 | 4 | 3 | 5 | 4 | 23 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 12 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 2 | 3 | 3 | 4 | 4 | 4 | 20 |
| 13 | 3 | 4 | 5 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 14 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 3 | 3 | 4 | 5 | 4 | 4 | 23 |
| 16 | 2 | 3 | 4 | 3 | 3 | 4 | 19 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 3 | 3 | 4 | 4 | 3 | 3 | 20 |
| 17 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 3 | 4 | 4 | 2 | 4 | 4 | 21 | 3 | 3 | 4 | 4 | 3 | 4 | 21 |
| 18 | 3 | 3 | 4 | 5 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 4 | 3 | 4 | 4 | 4 | 22 |
| 19 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 20 | 4 | 4 | 5 | 5 | 4 | 5 | 27 | 4 | 4 | 5 | 5 | 5 | 4 | 27 | 5 | 4 | 4 | 5 | 5 | 5 | 28 |
| 21 | 3 | 3 | 4 | 3 | 3 | 4 | 20 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 3 | 4 | 4 | 3 | 4 | 4 | 22 |
| 22 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 3 | 4 | 5 | 4 | 4 | 24 |
| 23 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 24 | 3 | 4 | 5 | 4 | 4 | 4 | 24 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 3 | 4 | 5 | 4 | 4 | 24 |
| 25 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 5 | 4 | 5 | 26 |
| 26 | 3 | 3 | 4 | 5 | 4 | 4 | 23 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 27 | 3 | 3 | 3 | 3 | 4 | 4 | 20 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 28 | 4 | 4 | 5 | 4 | 4 | 5 | 26 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 3 | 4 | 5 | 5 | 4 | 4 | 25 |
| 29 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 30 | 4 | 4 | 5 | 5 | 4 | 5 | 27 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 3 | 5 | 5 | 5 | 4 | 4 | 26 |
| 31 | 4 | 4 | 5 | 5 | 4 | 4 | 26 | 4 | 4 | 5 | 5 | 5 | 5 | 28 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 32 | 4 | 4 | 4 | 5 | 4 | 5 | 26 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 33 | 4 | 4 | 3 | 4 | 4 | 5 | 24 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|----|---|---|---|---|---|---|----|---|---|---|---|---|---|----|
| 34 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 35 | 3 | 4 | 3 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 36 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 37 | 4 | 4 | 5 | 4 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 3 | 3 | 4 | 3 | 4 | 20 |
| 38 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 5 | 4 | 4 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 39 | 3 | 3 | 4 | 3 | 4 | 4 | 21 | 3 | 3 | 3 | 4 | 4 | 3 | 20 | 2 | 4 | 3 | 3 | 4 | 4 | 20 |
| 40 | 4 | 3 | 4 | 4 | 4 | 4 | 23 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 3 | 4 | 4 | 4 | 23 |
| 41 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 3 | 5 | 5 | 4 | 4 | 25 |
| 42 | 3 | 4 | 4 | 3 | 4 | 4 | 22 | 3 | 4 | 3 | 3 | 4 | 4 | 21 | 2 | 3 | 4 | 4 | 4 | 4 | 21 |
| 43 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 44 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 45 | 3 | 4 | 4 | 3 | 4 | 5 | 23 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 46 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 5 | 4 | 25 | 3 | 3 | 3 | 4 | 4 | 4 | 21 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 4 | 4 | 3 | 4 | 4 | 22 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 49 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 50 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 3 | 4 | 4 | 5 | 5 | 5 | 26 |
| 51 | 3 | 3 | 3 | 4 | 4 | 4 | 21 | 4 | 4 | 4 | 4 | 5 | 5 | 26 | 3 | 4 | 4 | 5 | 4 | 4 | 24 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 3 | 3 | 4 | 4 | 4 | 4 | 22 |
| 53 | 3 | 4 | 4 | 4 | 4 | 5 | 24 | 4 | 4 | 5 | 4 | 5 | 5 | 27 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 54 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 3 | 4 | 4 | 4 | 4 | 4 | 23 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |
| 55 | 3 | 3 | 4 | 4 | 4 | 4 | 22 | 4 | 4 | 4 | 4 | 4 | 4 | 24 | 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 56 | 4 | 4 | 5 | 4 | 5 | 5 | 27 | 4 | 4 | 4 | 4 | 4 | 5 | 25 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 57 | 4 | 4 | 5 | 4 | 4 | 5 | 26 | 3 | 4 | 4 | 4 | 5 | 4 | 24 | 3 | 4 | 4 | 4 | 4 | 4 | 23 |

Lampiran 4.

HASIL UJI KUALITAS DATA

Correlations

| | | Correlations | | | | | | TOTAL_KF |
|----------|---------------------|--------------|--------|--------|--------|--------|--------|----------|
| | | KF_1 | KF_2 | KF_3 | KF_4 | KF_5 | KF_6 | |
| KF_1 | Pearson Correlation | 1 | .414** | .306* | .394** | .331* | .270* | .723** |
| | Sig. (2-tailed) | | .001 | .019 | .002 | .011 | .040 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KF_2 | Pearson Correlation | .414** | 1 | .310* | .167 | .300* | .396** | .634** |
| | Sig. (2-tailed) | .001 | | .018 | .211 | .022 | .002 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KF_3 | Pearson Correlation | .306* | .310* | 1 | .418** | .227 | .267* | .686** |
| | Sig. (2-tailed) | .019 | .018 | | .001 | .086 | .043 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KF_4 | Pearson Correlation | .394** | .167 | .418** | 1 | .336** | .230 | .689** |
| | Sig. (2-tailed) | .002 | .211 | .001 | | .010 | .082 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KF_5 | Pearson Correlation | .331* | .300* | .227 | .336** | 1 | .284* | .544** |
| | Sig. (2-tailed) | .011 | .022 | .086 | .010 | | .031 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KF_6 | Pearson Correlation | .270* | .396** | .267* | .230 | .284* | 1 | .601** |
| | Sig. (2-tailed) | .040 | .002 | .043 | .082 | .031 | | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| TOTAL_KF | Pearson Correlation | .723** | .634** | .686** | .689** | .544** | .601** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |

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

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

Correlations

| | | Correlations | | | | | | |
|-----------|---------------------|--------------|--------|--------|--------|--------|--------|-----------|
| | | KNF_1 | KNF_2 | KNF_3 | KNF_4 | KNF_5 | KNF_6 | TOTAL_KNF |
| KNF_1 | Pearson Correlation | 1 | .376** | .467** | .312 | .313 | .412** | .744** |
| | Sig. (2-tailed) | | .004 | .000 | .017 | .017 | .001 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KNF_2 | Pearson Correlation | .376** | 1 | .616** | .061 | .176 | .246 | .647** |
| | Sig. (2-tailed) | .004 | | .000 | .650 | .186 | .062 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KNF_3 | Pearson Correlation | .467** | .616** | 1 | .296 | .314 | .254 | .790** |
| | Sig. (2-tailed) | .000 | .000 | | .024 | .016 | .054 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KNF_4 | Pearson Correlation | .312 | .061 | .296 | 1 | .134 | .196 | .554** |
| | Sig. (2-tailed) | .017 | .650 | .024 | | .314 | .141 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KNF_5 | Pearson Correlation | .313 | .176 | .314 | .134 | 1 | .378** | .551** |
| | Sig. (2-tailed) | .017 | .186 | .016 | .314 | | .003 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KNF_6 | Pearson Correlation | .412** | .246 | .254 | .196 | .378** | 1 | .583** |
| | Sig. (2-tailed) | .001 | .062 | .054 | .141 | .003 | | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| TOTAL_KNF | Pearson Correlation | .744** | .647** | .790** | .554** | .551** | .583** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |

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

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

Correlations

Correlations

| | | KK_1 | KK_2 | KK_3 | KK_4 | KK_5 | KK_6 | TOTAL_KK |
|----------|---------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| KK_1 | Pearson Correlation | 1 | .309 [*] | .397 ^{**} | .455 ^{**} | .312 [*] | .327 [*] | .738 ^{**} |
| | Sig. (2-tailed) | | .018 | .002 | .000 | .017 | .012 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KK_2 | Pearson Correlation | .309 [*] | 1 | .379 ^{**} | .214 | .387 ^{**} | .251 | .612 ^{**} |
| | Sig. (2-tailed) | .018 | | .003 | .106 | .003 | .057 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KK_3 | Pearson Correlation | .397 ^{**} | .379 ^{**} | 1 | .444 ^{**} | .313 [*] | .236 | .728 ^{**} |
| | Sig. (2-tailed) | .002 | .003 | | .000 | .017 | .074 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KK_4 | Pearson Correlation | .455 ^{**} | .214 | .444 ^{**} | 1 | .224 | .158 | .659 ^{**} |
| | Sig. (2-tailed) | .000 | .106 | .000 | | .091 | .237 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KK_5 | Pearson Correlation | .312 [*] | .387 ^{**} | .313 [*] | .224 | 1 | .659 ^{**} | .660 ^{**} |
| | Sig. (2-tailed) | .017 | .003 | .017 | .091 | | .000 | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| KK_6 | Pearson Correlation | .327 [*] | .251 | .236 | .158 | .659 ^{**} | 1 | .595 ^{**} |
| | Sig. (2-tailed) | .012 | .057 | .074 | .237 | .000 | | .000 |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |
| TOTAL_KK | Pearson Correlation | .738 ^{**} | .612 ^{**} | .728 ^{**} | .659 ^{**} | .660 ^{**} | .595 ^{**} | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 58 | 58 | 58 | 58 | 58 | 58 | 58 |

*. 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 | 58 | 69.9 |
| | Excluded ^a | 25 | 30.1 |
| | Total | 83 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .715 | 6 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| KF_1 | 3.48 | .599 | 58 |
| KF_2 | 3.74 | .442 | 58 |
| KF_3 | 4.10 | .583 | 58 |
| KF_4 | 3.97 | .591 | 58 |
| KF_5 | 4.00 | .265 | 58 |
| KF_6 | 4.31 | .467 | 58 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KF_1 | 20.12 | 2.459 | .516 | .654 |
| KF_2 | 19.86 | 2.893 | .465 | .672 |
| KF_3 | 19.50 | 2.570 | .469 | .670 |
| KF_4 | 19.64 | 2.551 | .470 | .671 |
| KF_5 | 19.60 | 3.296 | .438 | .696 |
| KF_6 | 19.29 | 2.913 | .412 | .686 |

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 58 | 69.9 |
| | Excluded ^a | 25 | 30.1 |
| | Total | 83 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .718 | 6 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|------|----------------|----|
| KNF_1 | 3.62 | .524 | 58 |
| KNF_2 | 3.76 | .506 | 58 |
| KNF_3 | 3.97 | .591 | 58 |
| KNF_4 | 3.93 | .588 | 58 |
| KNF_5 | 4.22 | .421 | 58 |
| KNF_6 | 4.12 | .378 | 58 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KNF_1 | 20.00 | 2.596 | .582 | .638 |
| KNF_2 | 19.86 | 2.823 | .455 | .679 |
| KNF_3 | 19.66 | 2.370 | .623 | .619 |
| KNF_4 | 19.69 | 2.920 | .293 | .736 |
| KNF_5 | 19.40 | 3.121 | .374 | .701 |
| KNF_6 | 19.50 | 3.132 | .432 | .690 |

Reliability

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 58 | 69.9 |
| | Excluded ^a | 25 | 30.1 |
| | Total | 83 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .745 | 6 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| KK_1 | 3.59 | .650 | 58 |
| KK_2 | 3.81 | .476 | 58 |
| KK_3 | 4.14 | .634 | 58 |
| KK_4 | 4.48 | .569 | 58 |
| KK_5 | 4.03 | .417 | 58 |
| KK_6 | 4.17 | .425 | 58 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| KK_1 | 20.64 | 2.937 | .541 | .694 |
| KK_2 | 20.41 | 3.545 | .441 | .720 |
| KK_3 | 20.09 | 2.992 | .533 | .695 |
| KK_4 | 19.74 | 3.283 | .463 | .715 |
| KK_5 | 20.19 | 3.560 | .526 | .704 |
| KK_6 | 20.05 | 3.664 | .442 | .722 |

Lampiran 5.

HASIL UJI ASUMSI KLASIK

HASIL UJI NORMALITAS

NPar Tests

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|-----------------------------------|----------------|-------------------------|
| N | | 58 |
| Normal Parameters ^{a, b} | Mean | .0000000 |
| | Std. Deviation | 1.55333547 |
| Most Extreme Differences | Absolute | .100 |
| | Positive | .069 |
| | Negative | -.100 |
| Kolmogorov-Smirnov Z | | .763 |
| Asymp. Sig. (2-tailed) | | .605 |

a. Test distribution is Normal.

b. Calculated from data.

HASIL UJI MULTIKOLINEARITAS

Regression

Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kompensasi Non Finansial, Kompensasi Finansial ^a | . | Enter |

a. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .686 ^a | .471 | .452 | 1.581 |

a. Predictors: (Constant), Kompensasi Non Finansial, Kompensasi Finansial

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 122.554 | 2 | 61.277 | 24.505 | .000 ^a |
| | Residual | 137.533 | 55 | 2.501 | | |
| | Total | 260.086 | 57 | | | |

a. Predictors: (Constant), Kompensasi Non Finansial, Kompensasi Finansial

b. Dependent Variable: Kinerja Karyawan

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|--------------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Kompensasi Finansial | .792 | 1.262 |
| | Kompensasi Non Finansial | .792 | 1.262 |

a. Dependent Variable: Kinerja Karyawan

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
|-------|-----------|------------|-----------------|----------------------|----------------------|--------------------------|
| | | | | (Constant) | Kompensasi Finansial | Kompensasi Non Finansial |
| 1 | 1 | 2.993 | 1.000 | .00 | .00 | .00 |
| | 2 | .004 | 28.667 | .01 | .65 | .80 |
| | 3 | .003 | 30.341 | .99 | .35 | .20 |

a. Dependent Variable: Kinerja Karyawan

HASIL UJI HETEROSKEDASTISITAS

Regression

Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kompensasi Non Finansial, Kompensasi Finansial ^a | . | Enter |

a. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .043 ^a | .002 | -.034 | .96192 |

a. Predictors: (Constant), Kompensasi Non Finansial, Kompensasi Finansial

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1 | Regression | .093 | 2 | .046 | .050 | .951 ^a |
| | Residual | 50.891 | 55 | .925 | | |
| | Total | 50.983 | 57 | | | |

a. Predictors: (Constant), Kompensasi Non Finansial, Kompensasi Finansial

b. Dependent Variable: Abs_Residual

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.517 | 1.808 | | .839 | .405 |
| | Kompensasi Finansial | -.023 | .074 | -.048 | -.317 | .753 |
| | Kompensasi Non Finansial | .011 | .073 | .022 | .148 | .883 |

a. Dependent Variable: Abs_Residual

Lampiran 6.

HASIL UJI DESKRITIF

Descriptives

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------------|----|---------|---------|-------|----------------|
| Kompensasi Finansial | 58 | 19 | 28 | 23.60 | 1.946 |
| Kompensasi Non Finansial | 58 | 20 | 28 | 23.62 | 1.963 |
| Kinerja Karyawan | 58 | 20 | 29 | 24.22 | 2.136 |
| Valid N (listwise) | 58 | | | | |

Lampiran 7.

HASIL UJI HIPOTESIS

Regression

Variables Entered/Removed

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kompensasi Non Finansial, Kompensasi Finansial ^a | . | Enter |

a. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .686 ^a | .471 | .452 | 1.581 |

a. Predictors: (Constant), Kompensasi Non Finansial, Kompensasi Finansial

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 122.554 | 2 | 61.277 | 24.505 | .000 ^a |
| | Residual | 137.533 | 55 | 2.501 | | |
| | Total | 260.086 | 57 | | | |

a. Predictors: (Constant), Kompensasi Non Finansial, Kompensasi Finansial

b. Dependent Variable: Kinerja Karyawan

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|--------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3.500 | 2.973 | | 1.177 | .244 |
| | Kompensasi Finansial | .489 | .121 | .446 | 4.044 | .000 |
| | Kompensasi Non Finansial | .389 | .120 | .357 | 3.243 | .002 |

a. Dependent Variable: Kinerja Karyawan

Lampiran 8.**Distribusi nilai r_{tabel} Signifikansi 5% dan 1%**

| N | The Level of Significance | | N | The Level of Significance | |
|----|---------------------------|-------|------|---------------------------|-------|
| | 5% | 1% | | 5% | 1% |
| 3 | 0.997 | 0.999 | 38 | 0.320 | 0.413 |
| 4 | 0.950 | 0.990 | 39 | 0.316 | 0.408 |
| 5 | 0.878 | 0.959 | 40 | 0.312 | 0.403 |
| 6 | 0.811 | 0.917 | 41 | 0.308 | 0.398 |
| 7 | 0.754 | 0.874 | 42 | 0.304 | 0.393 |
| 8 | 0.707 | 0.834 | 43 | 0.301 | 0.389 |
| 9 | 0.666 | 0.798 | 44 | 0.297 | 0.384 |
| 10 | 0.632 | 0.765 | 45 | 0.294 | 0.380 |
| 11 | 0.602 | 0.735 | 46 | 0.291 | 0.376 |
| 12 | 0.576 | 0.708 | 47 | 0.288 | 0.372 |
| 13 | 0.553 | 0.684 | 48 | 0.284 | 0.368 |
| 14 | 0.532 | 0.661 | 49 | 0.281 | 0.364 |
| 15 | 0.514 | 0.641 | 50 | 0.279 | 0.361 |
| 16 | 0.497 | 0.623 | 55 | 0.266 | 0.345 |
| 17 | 0.482 | 0.606 | 60 | 0.254 | 0.330 |
| 18 | 0.468 | 0.590 | 65 | 0.244 | 0.317 |
| 19 | 0.456 | 0.575 | 70 | 0.235 | 0.306 |
| 20 | 0.444 | 0.561 | 75 | 0.227 | 0.296 |
| 21 | 0.433 | 0.549 | 80 | 0.220 | 0.286 |
| 22 | 0.432 | 0.537 | 85 | 0.213 | 0.278 |
| 23 | 0.413 | 0.526 | 90 | 0.207 | 0.267 |
| 24 | 0.404 | 0.515 | 95 | 0.202 | 0.263 |
| 25 | 0.396 | 0.505 | 100 | 0.195 | 0.256 |
| 26 | 0.388 | 0.496 | 125 | 0.176 | 0.230 |
| 27 | 0.381 | 0.487 | 150 | 0.159 | 0.210 |
| 28 | 0.374 | 0.478 | 175 | 0.148 | 0.194 |
| 29 | 0.367 | 0.470 | 200 | 0.138 | 0.181 |
| 30 | 0.361 | 0.463 | 300 | 0.113 | 0.148 |
| 31 | 0.355 | 0.456 | 400 | 0.098 | 0.128 |
| 32 | 0.349 | 0.449 | 500 | 0.088 | 0.115 |
| 33 | 0.344 | 0.442 | 600 | 0.080 | 0.105 |
| 34 | 0.339 | 0.436 | 700 | 0.074 | 0.097 |
| 35 | 0.334 | 0.430 | 800 | 0.070 | 0.091 |
| 36 | 0.329 | 0.424 | 900 | 0.065 | 0.086 |
| 37 | 0.325 | 0.418 | 1000 | 0.062 | 0.081 |

Lampiran 9.

Distribusi Nilai t_{tabel}

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|-----|------------|------------|-------------|------------|-------------|
| 1 | 3.078 | 6.314 | 12.71 | 31.82 | 63.66 |
| 2 | 1.886 | 2.920 | 4.303 | 6.965 | 9.925 |
| 3 | 1.638 | 2.353 | 3.182 | 4.541 | 5.841 |
| 4 | 1.533 | 2.132 | 2.776 | 3.747 | 4.604 |
| 5 | 1.476 | 2.015 | 2.571 | 3.365 | 4.032 |
| 6 | 1.440 | 1.943 | 2.447 | 3.143 | 3.707 |
| 7 | 1.415 | 1.895 | 2.365 | 2.998 | 3.499 |
| 8 | 1.397 | 1.860 | 2.306 | 2.896 | 3.355 |
| 9 | 1.383 | 1.833 | 2.262 | 2.821 | 3.250 |
| 10 | 1.372 | 1.812 | 2.228 | 2.764 | 3.169 |
| 11 | 1.363 | 1.796 | 2.201 | 2.718 | 3.106 |
| 12 | 1.356 | 1.782 | 2.179 | 2.681 | 3.055 |
| 13 | 1.350 | 1.771 | 2.160 | 2.650 | 3.012 |
| 14 | 1.345 | 1.761 | 2.145 | 2.624 | 2.977 |
| 15 | 1.341 | 1.753 | 2.131 | 2.602 | 2.947 |
| 16 | 1.337 | 1.746 | 2.120 | 2.583 | 2.921 |
| 17 | 1.333 | 1.740 | 2.110 | 2.567 | 2.898 |
| 18 | 1.330 | 1.734 | 2.101 | 2.552 | 2.878 |
| 19 | 1.328 | 1.729 | 2.093 | 2.539 | 2.861 |
| 20 | 1.325 | 1.725 | 2.086 | 2.528 | 2.845 |
| 21 | 1.323 | 1.721 | 2.080 | 2.518 | 2.831 |
| 22 | 1.321 | 1.717 | 2.074 | 2.508 | 2.819 |
| 23 | 1.319 | 1.714 | 2.069 | 2.500 | 2.807 |
| 24 | 1.318 | 1.711 | 2.064 | 2.492 | 2.797 |
| 25 | 1.316 | 1.708 | 2.060 | 2.485 | 2.787 |
| 26 | 1.315 | 1.706 | 2.056 | 2.479 | 2.779 |
| 27 | 1.314 | 1.703 | 2.052 | 2.473 | 2.771 |
| 28 | 1.313 | 1.701 | 2.048 | 2.467 | 2.763 |
| 29 | 1.311 | 1.699 | 2.045 | 2.462 | 2.756 |
| 30 | 1.310 | 1.697 | 2.042 | 2.457 | 2.750 |
| 31 | 1.309 | 1.696 | 2.040 | 2.453 | 2.744 |
| 32 | 1.309 | 1.694 | 2.037 | 2.449 | 2.738 |
| 33 | 1.308 | 1.692 | 2.035 | 2.445 | 2.733 |
| 34 | 1.307 | 1.691 | 2.032 | 2.441 | 2.728 |
| 35 | 1.306 | 1.690 | 2.030 | 2.438 | 2.724 |
| 36 | 1.306 | 1.688 | 2.028 | 2.434 | 2.719 |
| 37 | 1.305 | 1.687 | 2.026 | 2.431 | 2.715 |
| 38 | 1.304 | 1.686 | 2.024 | 2.429 | 2.712 |
| 39 | 1.304 | 1.685 | 2.023 | 2.426 | 2.708 |
| 40 | 1.303 | 1.684 | 2.021 | 2.423 | 2.704 |
| 41 | 1.303 | 1.683 | 2.020 | 2.421 | 2.701 |
| 42 | 1.302 | 1.682 | 2.018 | 2.418 | 2.698 |
| 43 | 1.302 | 1.681 | 2.017 | 2.416 | 2.695 |
| 44 | 1.301 | 1.680 | 2.015 | 2.414 | 2.692 |
| 45 | 1.301 | 1.679 | 2.014 | 2.412 | 2.690 |
| 46 | 1.300 | 1.679 | 2.013 | 2.410 | 2.687 |
| 47 | 1.300 | 1.678 | 2.012 | 2.408 | 2.685 |
| 48 | 1.299 | 1.677 | 2.011 | 2.407 | 2.682 |
| 49 | 1.299 | 1.677 | 2.010 | 2.405 | 2.680 |
| 50 | 1.299 | 1.676 | 2.009 | 2.403 | 2.678 |
| 51 | 1.298 | 1.675 | 2.008 | 2.402 | 2.676 |
| 52 | 1.298 | 1.675 | 2.007 | 2.400 | 2.674 |
| 53 | 1.298 | 1.674 | 2.006 | 2.399 | 2.672 |
| 54 | 1.297 | 1.674 | 2.005 | 2.397 | 2.670 |
| 55 | 1.297 | 1.673 | 2.004 | 2.396 | 2.668 |
| 56 | 1.297 | 1.673 | 2.003 | 2.395 | 2.667 |
| 57 | 1.297 | 1.672 | 2.002 | 2.394 | 2.665 |
| 58 | 1.296 | 1.672 | 2.002 | 2.392 | 2.663 |
| 59 | 1.296 | 1.671 | 2.001 | 2.391 | 2.662 |
| 60 | 1.296 | 1.671 | 2.000 | 2.390 | 2.660 |

| d.f | $t_{0.10}$ | $t_{0.05}$ | $t_{0.025}$ | $t_{0.01}$ | $t_{0.005}$ |
|-----|------------|------------|-------------|------------|-------------|
| 61 | 1.296 | 1.671 | 2.000 | 2.390 | 2.659 |
| 62 | 1.296 | 1.671 | 1.999 | 2.389 | 2.659 |
| 63 | 1.296 | 1.670 | 1.999 | 2.389 | 2.658 |
| 64 | 1.296 | 1.670 | 1.999 | 2.388 | 2.657 |
| 65 | 1.296 | 1.670 | 1.998 | 2.388 | 2.657 |
| 66 | 1.295 | 1.670 | 1.998 | 2.387 | 2.656 |
| 67 | 1.295 | 1.670 | 1.998 | 2.387 | 2.655 |
| 68 | 1.295 | 1.670 | 1.997 | 2.386 | 2.655 |
| 69 | 1.295 | 1.669 | 1.997 | 2.386 | 2.654 |
| 70 | 1.295 | 1.669 | 1.997 | 2.385 | 2.653 |
| 71 | 1.295 | 1.669 | 1.996 | 2.385 | 2.653 |
| 72 | 1.295 | 1.669 | 1.996 | 2.384 | 2.652 |
| 73 | 1.295 | 1.669 | 1.996 | 2.384 | 2.651 |
| 74 | 1.295 | 1.668 | 1.995 | 2.383 | 2.651 |
| 75 | 1.295 | 1.668 | 1.995 | 2.383 | 2.650 |
| 76 | 1.294 | 1.668 | 1.995 | 2.382 | 2.649 |
| 77 | 1.294 | 1.668 | 1.994 | 2.382 | 2.649 |
| 78 | 1.294 | 1.668 | 1.994 | 2.381 | 2.648 |
| 79 | 1.294 | 1.668 | 1.994 | 2.381 | 2.647 |
| 80 | 1.294 | 1.667 | 1.993 | 2.380 | 2.647 |
| 81 | 1.294 | 1.667 | 1.993 | 2.380 | 2.646 |
| 82 | 1.294 | 1.667 | 1.993 | 2.379 | 2.645 |
| 83 | 1.294 | 1.667 | 1.992 | 2.379 | 2.645 |
| 84 | 1.294 | 1.667 | 1.992 | 2.378 | 2.644 |
| 85 | 1.294 | 1.666 | 1.992 | 2.378 | 2.643 |
| 86 | 1.293 | 1.666 | 1.991 | 2.377 | 2.643 |
| 87 | 1.293 | 1.666 | 1.991 | 2.377 | 2.642 |
| 88 | 1.293 | 1.666 | 1.991 | 2.376 | 2.641 |
| 89 | 1.293 | 1.666 | 1.990 | 2.376 | 2.641 |
| 90 | 1.293 | 1.666 | 1.990 | 2.375 | 2.640 |
| 91 | 1.293 | 1.665 | 1.990 | 2.374 | 2.639 |
| 92 | 1.293 | 1.665 | 1.989 | 2.374 | 2.639 |
| 93 | 1.293 | 1.665 | 1.989 | 2.373 | 2.638 |
| 94 | 1.293 | 1.665 | 1.989 | 2.373 | 2.637 |
| 95 | 1.293 | 1.665 | 1.988 | 2.372 | 2.637 |
| 96 | 1.292 | 1.664 | 1.988 | 2.372 | 2.636 |
| 97 | 1.292 | 1.664 | 1.988 | 2.371 | 2.635 |
| 98 | 1.292 | 1.664 | 1.987 | 2.371 | 2.635 |
| 99 | 1.292 | 1.664 | 1.987 | 2.370 | 2.634 |
| 100 | 1.292 | 1.664 | 1.987 | 2.370 | 2.633 |
| 101 | 1.292 | 1.663 | 1.986 | 2.369 | 2.633 |
| 102 | 1.292 | 1.663 | 1.986 | 2.369 | 2.632 |
| 103 | 1.292 | 1.663 | 1.986 | 2.368 | 2.631 |
| 104 | 1.292 | 1.663 | 1.985 | 2.368 | 2.631 |
| 105 | 1.292 | 1.663 | 1.985 | 2.367 | 2.630 |
| 106 | 1.291 | 1.663 | 1.985 | 2.367 | 2.629 |
| 107 | 1.291 | 1.662 | 1.984 | 2.366 | 2.629 |
| 108 | 1.291 | 1.662 | 1.984 | 2.366 | 2.628 |
| 109 | 1.291 | 1.662 | 1.984 | 2.365 | 2.627 |
| 110 | 1.291 | 1.662 | 1.983 | 2.365 | 2.627 |
| 111 | 1.291 | 1.662 | 1.983 | 2.364 | 2.626 |
| 112 | 1.291 | 1.661 | 1.983 | 2.364 | 2.625 |
| 113 | 1.291 | 1.661 | 1.982 | 2.363 | 2.625 |
| 114 | 1.291 | 1.661 | 1.982 | 2.363 | 2.624 |
| 115 | 1.291 | 1.661 | 1.982 | 2.362 | 2.623 |
| 116 | 1.290 | 1.661 | 1.981 | 2.362 | 2.623 |
| 117 | 1.290 | 1.661 | 1.981 | 2.361 | 2.622 |
| 118 | 1.290 | 1.660 | 1.981 | 2.361 | 2.621 |
| 119 | 1.290 | 1.660 | 1.980 | 2.360 | 2.621 |
| 120 | 1.290 | 1.660 | 1.980 | 2.360 | 2.620 |

Lampiran 10.

**Distribution Tabel Nilai $F_{0,05}$
Degrees of freedom for Nominator**

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 12 | 15 | 20 | 24 | 30 | 40 | 60 | 120 | ∞ |
|----------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|------|----------|
| 1 | 161 | 200 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 244 | 246 | 248 | 249 | 250 | 251 | 252 | 253 | 254 |
| 2 | 18,5 | 19,0 | 19,2 | 19,2 | 19,3 | 19,3 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,4 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5 | 19,5 |
| 3 | 10,1 | 9,55 | 9,28 | 9,12 | 9,01 | 8,94 | 8,89 | 8,85 | 8,81 | 8,79 | 8,74 | 8,70 | 8,66 | 8,64 | 8,62 | 8,59 | 8,57 | 8,55 | 8,53 |
| 4 | 7,71 | 6,94 | 6,59 | 6,39 | 6,26 | 6,16 | 6,09 | 6,04 | 6,00 | 5,96 | 5,91 | 5,86 | 5,80 | 5,77 | 5,75 | 5,72 | 5,69 | 5,66 | 5,63 |
| 5 | 6,61 | 5,79 | 5,41 | 5,19 | 5,05 | 4,95 | 4,88 | 4,82 | 4,77 | 4,74 | 4,68 | 4,62 | 4,56 | 4,53 | 4,50 | 4,46 | 4,43 | 4,40 | 4,37 |
| 6 | 5,99 | 5,14 | 4,76 | 4,53 | 4,39 | 4,28 | 4,21 | 4,15 | 4,10 | 4,06 | 4,00 | 3,94 | 3,87 | 3,84 | 3,81 | 3,77 | 3,74 | 3,70 | 3,67 |
| 7 | 5,59 | 4,74 | 4,35 | 4,12 | 3,97 | 3,87 | 3,79 | 3,73 | 3,68 | 3,64 | 3,57 | 3,51 | 3,44 | 3,41 | 3,38 | 3,34 | 3,30 | 3,27 | 3,23 |
| 8 | 5,32 | 4,46 | 4,07 | 3,84 | 3,69 | 3,58 | 3,50 | 3,44 | 3,39 | 3,35 | 3,28 | 3,22 | 3,15 | 3,12 | 3,08 | 3,04 | 3,01 | 2,97 | 2,93 |
| 9 | 5,12 | 4,26 | 3,86 | 3,63 | 3,48 | 3,37 | 3,29 | 3,23 | 3,18 | 3,14 | 3,07 | 3,01 | 2,94 | 2,90 | 2,86 | 2,83 | 2,79 | 2,75 | 2,71 |
| 10 | 4,96 | 4,10 | 3,71 | 3,48 | 3,33 | 3,22 | 3,14 | 3,07 | 3,02 | 2,98 | 2,91 | 2,85 | 2,77 | 2,74 | 2,70 | 2,66 | 2,62 | 2,58 | 2,54 |
| 11 | 4,84 | 3,98 | 3,59 | 3,36 | 3,20 | 3,09 | 3,01 | 2,95 | 2,90 | 2,85 | 2,79 | 2,72 | 2,65 | 2,61 | 2,57 | 2,53 | 2,49 | 2,45 | 2,40 |
| 12 | 4,75 | 3,89 | 3,49 | 3,26 | 3,11 | 3,00 | 2,91 | 2,85 | 2,80 | 2,75 | 2,69 | 2,62 | 2,54 | 2,51 | 2,47 | 2,43 | 2,38 | 2,34 | 2,30 |
| 13 | 4,67 | 3,81 | 3,41 | 3,13 | 3,03 | 2,92 | 2,83 | 2,77 | 2,71 | 2,67 | 2,60 | 2,53 | 2,46 | 2,42 | 2,38 | 2,34 | 2,30 | 2,25 | 2,21 |
| 14 | 4,60 | 3,74 | 3,34 | 3,11 | 2,96 | 2,85 | 2,76 | 2,70 | 2,65 | 2,60 | 2,53 | 2,46 | 2,39 | 2,35 | 2,31 | 2,27 | 2,22 | 2,18 | 2,13 |
| 15 | 4,54 | 3,68 | 3,29 | 3,06 | 2,90 | 2,79 | 2,71 | 2,64 | 2,59 | 2,54 | 2,48 | 2,40 | 2,33 | 2,29 | 2,25 | 2,20 | 2,16 | 2,11 | 2,07 |
| 16 | 4,49 | 3,63 | 3,24 | 3,01 | 2,85 | 2,74 | 2,66 | 2,59 | 2,54 | 2,49 | 2,42 | 2,35 | 2,28 | 2,24 | 2,19 | 2,15 | 2,11 | 2,06 | 2,01 |
| 17 | 4,45 | 3,59 | 3,20 | 2,96 | 2,81 | 2,70 | 2,61 | 2,55 | 2,49 | 2,45 | 2,38 | 2,31 | 2,23 | 2,19 | 2,15 | 2,10 | 2,06 | 2,01 | 1,96 |
| 18 | 4,41 | 3,55 | 3,16 | 2,93 | 2,77 | 2,66 | 2,58 | 2,51 | 2,46 | 2,41 | 2,34 | 2,27 | 2,19 | 2,15 | 2,11 | 2,06 | 2,02 | 1,97 | 1,92 |
| 19 | 4,38 | 3,52 | 3,13 | 2,90 | 2,74 | 2,63 | 2,54 | 2,48 | 2,42 | 2,38 | 2,31 | 2,23 | 2,16 | 2,11 | 2,07 | 2,03 | 1,98 | 1,93 | 1,88 |
| 20 | 4,35 | 3,49 | 3,10 | 2,87 | 2,71 | 2,60 | 2,51 | 2,45 | 2,39 | 2,35 | 2,28 | 2,20 | 2,12 | 2,08 | 2,04 | 1,99 | 1,95 | 1,90 | 1,84 |
| 21 | 4,32 | 3,47 | 3,07 | 2,84 | 2,68 | 2,57 | 2,49 | 2,42 | 2,37 | 2,32 | 2,25 | 2,18 | 2,10 | 2,05 | 2,01 | 1,96 | 1,92 | 1,87 | 1,81 |
| 22 | 4,30 | 3,44 | 3,05 | 2,82 | 2,66 | 2,55 | 2,46 | 2,40 | 2,34 | 2,30 | 2,23 | 2,15 | 2,07 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,78 |
| 23 | 4,28 | 3,42 | 3,03 | 2,80 | 2,64 | 2,53 | 2,44 | 2,37 | 2,32 | 2,27 | 2,20 | 2,13 | 2,05 | 2,01 | 1,96 | 1,91 | 1,86 | 1,81 | 1,76 |
| 24 | 4,26 | 3,40 | 3,01 | 2,78 | 2,62 | 2,51 | 2,42 | 2,36 | 2,30 | 2,25 | 2,18 | 2,11 | 2,03 | 1,98 | 1,94 | 1,89 | 1,84 | 1,79 | 1,73 |
| 25 | 4,24 | 3,39 | 2,99 | 2,76 | 2,60 | 2,49 | 2,40 | 2,34 | 2,28 | 2,24 | 2,16 | 2,09 | 2,01 | 1,96 | 1,92 | 1,87 | 1,82 | 1,77 | 1,71 |
| 30 | 4,17 | 3,32 | 2,92 | 2,69 | 2,53 | 2,42 | 2,33 | 2,27 | 2,21 | 2,16 | 2,09 | 2,01 | 1,93 | 1,89 | 1,84 | 1,79 | 1,74 | 1,68 | 1,62 |
| 40 | 4,08 | 3,23 | 2,84 | 2,61 | 2,45 | 2,34 | 2,25 | 2,18 | 2,12 | 2,08 | 2,00 | 1,92 | 1,84 | 1,79 | 1,74 | 1,69 | 1,64 | 1,58 | 1,51 |
| 50 | 4,08 | 3,18 | 2,79 | 2,56 | 2,40 | 2,29 | 2,20 | 2,13 | 2,07 | 2,02 | 1,95 | 1,87 | 1,78 | 1,74 | 1,69 | 1,63 | 1,56 | 1,50 | 1,41 |
| 60 | 4,00 | 3,15 | 2,76 | 2,53 | 2,37 | 2,25 | 2,17 | 2,10 | 2,04 | 1,99 | 1,92 | 1,84 | 1,75 | 1,70 | 1,65 | 1,59 | 1,53 | 1,47 | 1,39 |
| 100 | 3,94 | 3,09 | 2,70 | 2,46 | 2,30 | 2,19 | 2,10 | 2,03 | 1,97 | 1,92 | 1,85 | 1,80 | 1,68 | 1,63 | 1,57 | 1,51 | 1,46 | 1,40 | 1,28 |
| 120 | 3,92 | 3,07 | 2,68 | 2,45 | 2,29 | 2,18 | 2,09 | 2,02 | 1,96 | 1,91 | 1,83 | 1,75 | 1,66 | 1,61 | 1,55 | 1,50 | 1,43 | 1,35 | 1,22 |
| ∞ | 3,84 | 3,00 | 2,60 | 2,37 | 2,21 | 2,10 | 2,01 | 1,94 | 1,88 | 1,83 | 1,75 | 1,67 | 1,57 | 1,52 | 1,46 | 1,39 | 1,32 | 1,22 | 1,00 |