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Lampiran 1 Kuesioner Responden



KUESIONER RESPONDEN

PENGARUH ETIKA KERJA, MOTIVASI DAN KOMPENSASI TERHADAP KINERJA PEGAWAI

Hal: Permohonan menjadi responden

Kepada Yth:
Bapak/Ibu Pimpinan dan Pegawai
Direktorat Jenderal Prasarana Dan Sarana Pertanian
Ditempat

Assalamualaikum Wr.Wb.

Perkenalkan nama saya Azzahra Deta Fabella, Mahasiswa Fakultas Ekonomi dan Bisnis dengan Program Studi Manajemen di Universitas Nasional. Dalam rangka melakukan sebuah penelitian yang akan saya lakukan di Kementerian Pertanian pada Unit Kerja Direktorat Jenderal Prasarana Dan Sarana Pertanian. Saya menyusun kuesioner ini untuk penelitian dengan judul penelitian yaitu:

“Pengaruh Etika Kerja, Motivasi dan Kompensasi Terhadap Kinerja Pegawai
Pada Unit Kerja Direktorat Jenderal Prasarana Dan Sarana Pertanian”

Semua informasi yang diterima merupakan sebagai hasil pengisian kuesioner ini bersifat rahasia dan hanya akan digunakan untuk kepentingan akademis. Saya sangat menghargai pendapat serta ketersediaan waktunya Bapak/Ibu dalam mengisi kuesioner, dan sebagai penelitian yang bersifat ilmiah saya akan menjamin kerahasiaan identitas responden pegawai sebagai salah satu responden pada penelitian ini. Atas ketersediaan dan partisipasinya pada penelitian ini saya ucapkan banyak terimakasih.

Jakarta,

Hormat Saya

Azzahra Deta Fabella

Lampiran 2 Lembar Kuesioner

1. Petunjuk Isi Kuesioner

Untuk pertanyaan pada kuesioner pilihlah salah satu jawaban yang tersedia dari 5 kriteria, dengan cara berilah tanda *check list* pada pilihan yang tersedia. Selepas mengisi kuesioner, harap di *cek* kembali jawaban pada kuesioner apakah sudah tepat dan benar dalam mengisi kuesioner tersebut. Berikut merupakan kriteria poin pada komponen setiap pertanyaan, sebagaimana mempunyai kriteria 5 (Lima) sebagai berikut:

| Keterangan | Kategori Penilaian | Bobot |
|------------|---------------------|-------|
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

2. Identitas Karakteristik Responden

a. Jenis Kelamin

Laki-laki

Perempuan

b. Usia

20 – 31 Tahun

45 – 50 Tahun

32 – 45 Tahun

>50 Tahun

c. Lama Bekerja

<3 Tahun

8 – 14 Tahun

3 – 8 Tahun

>14 Tahun

d. Pendidikan

SMA/SMK

S2

Diploma

S3

S1

3. Daftar Pertanyaan Kuesioner

a. Etika Kerja (X1)

| No | Pertanyaan | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
|----|--|-----------|----------|----------|-----------|------------|
| 1 | Saya mampu melaksanakan tugas yang saya terima Saya bertanggung jawab atas kedudukan yang saya jalani. | | | | | |
| 2 | Saya sungguh-sungguh didalam melaksanakan pekerjaan saya. | | | | | |
| 3 | Saya dapat menghargai waktu dan peraturan ditempat kerja. | | | | | |
| 4 | Saya bertanggung jawab terhadap suatu tugas atau suatu pekerjaan yang saya kerjakan. | | | | | |
| 5 | Pendidikan itu perlu untuk memiliki etika yang baik. | | | | | |

b. Motivasi (X2)

| No | Pertanyaan | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
|----|--|-----------|----------|----------|-----------|------------|
| 1 | Tunjangan yang didapat dari kinerja memuaskan. | | | | | |
| 2 | Perusahaan atau lembaga menjamin asuransi saya. | | | | | |
| 3 | Atasan menjalin hubungan baik dengan pegawai menciptakan suasana kerja yang kondusif dan baik. | | | | | |
| 4 | Atasan memberikan reward terhadap pencapaian kerja yang baik. | | | | | |
| 5 | Saya selalu ingin mencapai keberhasilan dari tujuan yang telah diberikan. | | | | | |

c. Kompensasi (X3)

| No | Pertanyaan | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
|----|--|-----------|----------|----------|-----------|------------|
| 1 | Upah yang diberikan dapat meningkatkan semangat kerja saya dalam bekerja. | | | | | |
| 2 | Insentif bisa dijadikan pelopor untuk meningkatkan semangat kerja pegawai. | | | | | |
| 3 | Saya merasa bisa mengandalkan bonus tunjangan untuk pemenuhan kebutuhan. | | | | | |
| 4 | Gaji utama yang saya terima telah memenuhi kebutuhan dasar saya. | | | | | |
| 5 | Jaminan pensiun membantu saya dalam mengakhiri masa kerja. | | | | | |

d. Kinerja Pegawai (Y)

| No | Pertanyaan | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
|----|---|-----------|----------|----------|-----------|------------|
| 1 | Saya selalu melaksanakan tugas yang diberikan dengan terselaikan dengan baik. | | | | | |
| 2 | Jumlah tugas yang dibebankan kepada saya selalu terselesaikan dengan cepat. | | | | | |
| 3 | Saya mampu untuk menyelesaikan tugas-tugas pekerjaan yang diberikan dengan tepat waktu. | | | | | |
| 4 | Saya mempunyai hubungan yang baik terhadap menjalin kerjasama dengan rekan kerja dalam mencapai tujuan kinerja. | | | | | |
| 5 | Saya memiliki sikap optimis dalam menyelesaikan pekerjaan. | | | | | |

Lampiran 3 Tabulasi Responden

1. Etika Kerja (X1)

| Responden | X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | Total X1 |
|-----------|------|------|------|------|------|----------|
| 1 | 4 | 3 | 4 | 4 | 3 | 18 |
| 2 | 2 | 3 | 4 | 4 | 4 | 17 |
| 3 | 5 | 5 | 2 | 3 | 4 | 19 |
| 4 | 3 | 2 | 3 | 2 | 3 | 15 |
| 5 | 3 | 2 | 3 | 4 | 5 | 17 |
| 6 | 3 | 3 | 2 | 5 | 4 | 17 |
| 7 | 2 | 3 | 2 | 2 | 2 | 11 |
| 8 | 2 | 2 | 2 | 3 | 3 | 14 |
| 9 | 3 | 2 | 4 | 4 | 5 | 18 |
| 10 | 3 | 2 | 2 | 5 | 5 | 17 |
| 11 | 5 | 3 | 2 | 4 | 5 | 19 |
| 12 | 2 | 4 | 5 | 3 | 4 | 17 |
| 13 | 5 | 5 | 4 | 3 | 5 | 22 |
| 14 | 5 | 5 | 5 | 5 | 4 | 24 |
| 15 | 5 | 5 | 5 | 5 | 5 | 25 |
| 16 | 5 | 5 | 3 | 2 | 5 | 20 |
| 17 | 4 | 4 | 4 | 4 | 5 | 21 |
| 18 | 3 | 3 | 2 | 5 | 4 | 17 |
| 19 | 4 | 3 | 4 | 4 | 4 | 19 |
| 20 | 4 | 4 | 4 | 3 | 2 | 17 |
| 21 | 4 | 2 | 4 | 3 | 4 | 14 |
| 22 | 1 | 3 | 3 | 3 | 3 | 13 |
| 23 | 4 | 4 | 4 | 5 | 4 | 21 |
| 24 | 4 | 2 | 3 | 3 | 4 | 15 |
| 25 | 3 | 3 | 4 | 4 | 2 | 15 |
| 26 | 1 | 2 | 3 | 4 | 4 | 14 |
| 27 | 2 | 3 | 3 | 2 | 1 | 11 |
| 28 | 4 | 4 | 4 | 4 | 4 | 20 |
| 29 | 4 | 4 | 5 | 4 | 4 | 21 |
| 30 | 2 | 3 | 3 | 2 | 5 | 15 |
| 31 | 2 | 2 | 2 | 2 | 4 | 12 |
| 32 | 3 | 3 | 3 | 3 | 3 | 15 |
| 33 | 3 | 3 | 3 | 3 | 2 | 14 |
| 34 | 3 | 2 | 3 | 3 | 3 | 14 |
| 35 | 5 | 3 | 2 | 4 | 5 | 19 |
| 36 | 5 | 4 | 4 | 4 | 4 | 21 |
| 37 | 4 | 4 | 4 | 4 | 5 | 21 |
| 38 | 3 | 4 | 3 | 3 | 3 | 16 |
| 39 | 5 | 2 | 2 | 3 | 3 | 15 |
| 40 | 5 | 3 | 3 | 3 | 3 | 17 |
| 41 | 2 | 3 | 5 | 3 | 2 | 15 |
| 42 | 4 | 4 | 4 | 4 | 5 | 21 |
| 43 | 2 | 3 | 4 | 5 | 4 | 18 |
| 44 | 4 | 4 | 4 | 4 | 4 | 20 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 45 | 3 | 2 | 5 | 5 | 4 | 19 |
| 46 | 2 | 2 | 3 | 3 | 5 | 15 |
| 47 | 4 | 4 | 4 | 5 | 4 | 21 |
| 48 | 2 | 2 | 4 | 2 | 2 | 12 |
| 49 | 3 | 2 | 4 | 4 | 5 | 18 |
| 50 | 2 | 3 | 3 | 2 | 5 | 15 |
| 51 | 3 | 3 | 3 | 4 | 3 | 16 |
| 52 | 4 | 4 | 4 | 4 | 4 | 20 |
| 53 | 2 | 2 | 5 | 2 | 2 | 13 |
| 54 | 2 | 5 | 2 | 2 | 2 | 13 |
| 55 | 4 | 4 | 4 | 4 | 5 | 21 |
| 56 | 2 | 2 | 2 | 3 | 5 | 14 |
| 57 | 2 | 3 | 4 | 4 | 4 | 17 |
| 58 | 2 | 5 | 3 | 4 | 4 | 18 |
| 59 | 5 | 5 | 4 | 4 | 5 | 23 |
| 60 | 2 | 5 | 5 | 5 | 5 | 22 |
| 61 | 2 | 5 | 3 | 4 | 4 | 18 |
| 62 | 2 | 3 | 4 | 4 | 4 | 17 |
| 63 | 3 | 3 | 3 | 3 | 3 | 15 |
| 64 | 2 | 2 | 2 | 3 | 4 | 13 |
| 65 | 4 | 4 | 5 | 4 | 4 | 21 |
| 66 | 3 | 3 | 3 | 3 | 2 | 14 |
| 67 | 3 | 2 | 3 | 3 | 3 | 14 |
| 68 | 3 | 3 | 3 | 3 | 3 | 15 |
| 69 | 4 | 4 | 4 | 3 | 4 | 19 |
| 70 | 2 | 3 | 3 | 4 | 4 | 16 |
| 71 | 3 | 3 | 3 | 3 | 3 | 15 |
| 72 | 3 | 2 | 3 | 3 | 3 | 14 |
| 73 | 2 | 3 | 4 | 3 | 4 | 16 |
| 74 | 3 | 2 | 3 | 2 | 2 | 12 |
| 75 | 2 | 3 | 3 | 2 | 3 | 13 |
| 76 | 4 | 4 | 4 | 4 | 4 | 20 |
| 77 | 3 | 3 | 3 | 4 | 5 | 18 |
| 78 | 4 | 4 | 4 | 4 | 5 | 21 |
| 79 | 4 | 2 | 2 | 4 | 4 | 16 |
| 80 | 4 | 2 | 4 | 4 | 2 | 16 |
| 81 | 3 | 3 | 3 | 3 | 3 | 15 |
| 82 | 3 | 4 | 3 | 3 | 4 | 17 |
| 83 | 3 | 3 | 3 | 3 | 3 | 15 |
| 84 | 3 | 3 | 3 | 3 | 3 | 15 |
| 85 | 4 | 3 | 4 | 4 | 3 | 18 |
| 86 | 4 | 4 | 4 | 5 | 4 | 21 |
| 87 | 3 | 3 | 3 | 4 | 4 | 17 |
| 88 | 3 | 3 | 3 | 3 | 3 | 15 |
| 89 | 5 | 5 | 5 | 5 | 4 | 24 |
| 90 | 2 | 3 | 3 | 3 | 3 | 14 |
| 91 | 4 | 3 | 3 | 4 | 3 | 17 |
| 92 | 2 | 3 | 3 | 4 | 4 | 16 |

| | | | | | | |
|-----|---|---|---|---|---|----|
| 93 | 5 | 5 | 4 | 4 | 5 | 23 |
| 94 | 4 | 3 | 4 | 4 | 3 | 18 |
| 95 | 4 | 4 | 3 | 3 | 3 | 17 |
| 96 | 3 | 4 | 5 | 5 | 5 | 22 |
| 97 | 4 | 4 | 4 | 4 | 4 | 20 |
| 98 | 2 | 3 | 3 | 3 | 2 | 13 |
| 99 | 3 | 4 | 5 | 5 | 4 | 21 |
| 100 | 2 | 4 | 4 | 3 | 1 | 14 |

2. Motivasi (X2)

| Responden | X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | Total X2 |
|-----------|------|------|------|------|------|----------|
| 1 | 5 | 5 | 4 | 3 | 5 | 22 |
| 2 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 5 | 5 | 5 | 5 | 4 | 24 |
| 4 | 5 | 4 | 5 | 5 | 4 | 23 |
| 5 | 5 | 5 | 4 | 5 | 3 | 22 |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 |
| 7 | 5 | 5 | 3 | 3 | 3 | 19 |
| 8 | 5 | 4 | 4 | 4 | 5 | 23 |
| 9 | 5 | 5 | 3 | 3 | 3 | 19 |
| 10 | 4 | 4 | 4 | 4 | 4 | 20 |
| 11 | 3 | 3 | 3 | 3 | 3 | 15 |
| 12 | 5 | 5 | 3 | 5 | 5 | 23 |
| 13 | 5 | 5 | 5 | 5 | 5 | 25 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 5 | 3 | 5 | 5 | 5 | 23 |
| 16 | 4 | 4 | 4 | 4 | 4 | 20 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 18 | 4 | 4 | 4 | 3 | 3 | 18 |
| 19 | 3 | 4 | 3 | 3 | 4 | 17 |
| 20 | 3 | 3 | 3 | 3 | 3 | 15 |
| 21 | 5 | 3 | 5 | 5 | 5 | 23 |
| 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 23 | 4 | 3 | 4 | 4 | 4 | 19 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 |
| 25 | 4 | 4 | 4 | 4 | 4 | 20 |
| 26 | 5 | 4 | 4 | 4 | 4 | 21 |
| 27 | 3 | 3 | 3 | 3 | 4 | 16 |
| 28 | 4 | 3 | 3 | 3 | 3 | 16 |
| 29 | 5 | 4 | 5 | 4 | 5 | 23 |
| 30 | 4 | 4 | 3 | 3 | 4 | 18 |
| 31 | 3 | 3 | 3 | 3 | 3 | 15 |
| 32 | 4 | 4 | 4 | 4 | 4 | 20 |
| 33 | 4 | 3 | 3 | 3 | 4 | 17 |
| 34 | 4 | 3 | 3 | 3 | 4 | 17 |
| 35 | 4 | 4 | 3 | 4 | 3 | 18 |
| 36 | 4 | 4 | 4 | 4 | 4 | 20 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 37 | 4 | 4 | 4 | 4 | 4 | 20 |
| 38 | 5 | 5 | 5 | 5 | 5 | 25 |
| 39 | 5 | 4 | 4 | 5 | 5 | 23 |
| 40 | 5 | 4 | 4 | 4 | 4 | 21 |
| 41 | 3 | 3 | 3 | 3 | 4 | 16 |
| 42 | 4 | 4 | 3 | 3 | 3 | 17 |
| 43 | 4 | 3 | 4 | 4 | 3 | 18 |
| 44 | 4 | 4 | 3 | 3 | 4 | 18 |
| 45 | 4 | 3 | 3 | 3 | 4 | 17 |
| 46 | 5 | 5 | 5 | 5 | 5 | 25 |
| 47 | 4 | 3 | 3 | 3 | 4 | 17 |
| 48 | 4 | 4 | 3 | 3 | 4 | 18 |
| 49 | 5 | 4 | 4 | 4 | 5 | 22 |
| 50 | 4 | 3 | 3 | 4 | 4 | 18 |
| 51 | 5 | 5 | 5 | 5 | 4 | 24 |
| 52 | 5 | 5 | 5 | 5 | 5 | 25 |
| 53 | 5 | 4 | 5 | 4 | 5 | 23 |
| 54 | 4 | 4 | 4 | 3 | 4 | 19 |
| 55 | 5 | 4 | 5 | 5 | 5 | 24 |
| 56 | 4 | 4 | 5 | 4 | 4 | 21 |
| 57 | 5 | 5 | 5 | 5 | 5 | 25 |
| 58 | 5 | 5 | 4 | 4 | 5 | 23 |
| 59 | 4 | 4 | 4 | 4 | 4 | 20 |
| 60 | 5 | 4 | 3 | 3 | 4 | 19 |
| 61 | 5 | 4 | 4 | 5 | 5 | 23 |
| 62 | 4 | 4 | 3 | 4 | 4 | 19 |
| 63 | 4 | 5 | 4 | 5 | 4 | 22 |
| 64 | 4 | 3 | 4 | 3 | 4 | 18 |
| 65 | 5 | 4 | 4 | 5 | 5 | 23 |
| 66 | 3 | 3 | 3 | 3 | 3 | 15 |
| 67 | 5 | 3 | 4 | 5 | 4 | 21 |
| 68 | 4 | 3 | 3 | 4 | 4 | 18 |
| 69 | 4 | 4 | 4 | 4 | 4 | 20 |
| 70 | 5 | 5 | 4 | 4 | 5 | 23 |
| 71 | 3 | 3 | 3 | 3 | 4 | 16 |
| 72 | 3 | 2 | 2 | 2 | 3 | 12 |
| 73 | 3 | 3 | 3 | 3 | 3 | 15 |
| 74 | 4 | 3 | 3 | 4 | 3 | 17 |
| 75 | 5 | 4 | 4 | 5 | 4 | 22 |
| 76 | 4 | 4 | 4 | 4 | 4 | 20 |
| 77 | 5 | 4 | 4 | 4 | 5 | 22 |
| 78 | 4 | 4 | 4 | 4 | 4 | 20 |
| 79 | 5 | 5 | 5 | 5 | 5 | 25 |
| 80 | 4 | 4 | 4 | 4 | 4 | 20 |
| 81 | 5 | 4 | 4 | 5 | 5 | 23 |
| 82 | 5 | 5 | 5 | 5 | 5 | 25 |
| 83 | 4 | 4 | 4 | 4 | 4 | 20 |
| 84 | 4 | 3 | 4 | 3 | 4 | 18 |

| | | | | | | |
|-----|---|---|---|---|---|----|
| 85 | 4 | 4 | 4 | 4 | 4 | 20 |
| 86 | 4 | 4 | 4 | 4 | 4 | 20 |
| 87 | 4 | 4 | 4 | 4 | 4 | 20 |
| 88 | 5 | 4 | 3 | 5 | 4 | 21 |
| 89 | 5 | 4 | 4 | 5 | 5 | 23 |
| 90 | 4 | 3 | 3 | 3 | 4 | 17 |
| 91 | 4 | 3 | 4 | 3 | 4 | 18 |
| 92 | 3 | 3 | 3 | 3 | 3 | 15 |
| 93 | 4 | 4 | 4 | 4 | 4 | 20 |
| 94 | 5 | 5 | 5 | 5 | 5 | 25 |
| 95 | 4 | 3 | 4 | 4 | 4 | 19 |
| 96 | 4 | 3 | 3 | 3 | 3 | 16 |
| 97 | 4 | 3 | 3 | 3 | 4 | 17 |
| 98 | 3 | 3 | 4 | 3 | 3 | 16 |
| 99 | 4 | 4 | 4 | 4 | 4 | 20 |
| 100 | 4 | 3 | 3 | 3 | 4 | 17 |

3. Kompensasi (X3)

| Responden | X3_1 | X3_2 | X3_3 | X3_4 | X3_5 | Total X3 |
|-----------|------|------|------|------|------|----------|
| 1 | 4 | 4 | 4 | 4 | 4 | 20 |
| 2 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 5 | 5 | 5 | 5 | 3 | 23 |
| 4 | 4 | 3 | 3 | 4 | 4 | 18 |
| 5 | 4 | 4 | 4 | 4 | 5 | 21 |
| 6 | 4 | 4 | 5 | 5 | 5 | 23 |
| 7 | 5 | 4 | 4 | 4 | 4 | 21 |
| 8 | 4 | 4 | 4 | 5 | 4 | 21 |
| 9 | 5 | 4 | 5 | 5 | 5 | 24 |
| 10 | 4 | 4 | 4 | 4 | 4 | 20 |
| 11 | 3 | 3 | 3 | 3 | 3 | 15 |
| 12 | 4 | 5 | 5 | 5 | 5 | 24 |
| 13 | 5 | 5 | 5 | 5 | 5 | 25 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 4 | 5 | 5 | 5 | 5 | 24 |
| 16 | 4 | 3 | 3 | 4 | 4 | 18 |
| 17 | 4 | 4 | 4 | 4 | 4 | 20 |
| 18 | 4 | 4 | 4 | 4 | 5 | 21 |
| 19 | 4 | 4 | 3 | 4 | 4 | 19 |
| 20 | 4 | 4 | 4 | 3 | 4 | 19 |
| 21 | 5 | 4 | 4 | 4 | 5 | 22 |
| 22 | 4 | 4 | 4 | 4 | 4 | 20 |
| 23 | 4 | 3 | 3 | 4 | 3 | 17 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 |
| 25 | 4 | 3 | 4 | 3 | 3 | 17 |
| 26 | 4 | 4 | 3 | 4 | 4 | 19 |
| 27 | 4 | 3 | 3 | 3 | 3 | 16 |
| 28 | 4 | 3 | 3 | 4 | 4 | 18 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 29 | 5 | 4 | 4 | 5 | 4 | 22 |
| 30 | 4 | 3 | 3 | 4 | 3 | 17 |
| 31 | 4 | 4 | 4 | 3 | 4 | 19 |
| 32 | 4 | 3 | 4 | 4 | 3 | 18 |
| 33 | 3 | 3 | 3 | 3 | 3 | 15 |
| 34 | 4 | 3 | 4 | 3 | 4 | 18 |
| 35 | 4 | 3 | 3 | 3 | 4 | 17 |
| 36 | 5 | 4 | 4 | 4 | 4 | 21 |
| 37 | 4 | 4 | 5 | 5 | 5 | 23 |
| 38 | 4 | 4 | 5 | 5 | 5 | 23 |
| 39 | 5 | 5 | 5 | 5 | 4 | 24 |
| 40 | 5 | 5 | 4 | 5 | 5 | 24 |
| 41 | 4 | 3 | 3 | 3 | 3 | 16 |
| 42 | 3 | 3 | 3 | 3 | 3 | 15 |
| 43 | 3 | 2 | 2 | 2 | 3 | 12 |
| 44 | 3 | 3 | 3 | 3 | 3 | 15 |
| 45 | 3 | 3 | 4 | 3 | 4 | 17 |
| 46 | 3 | 3 | 3 | 3 | 3 | 15 |
| 47 | 3 | 3 | 4 | 4 | 3 | 17 |
| 48 | 3 | 3 | 3 | 4 | 4 | 17 |
| 49 | 4 | 4 | 5 | 4 | 4 | 21 |
| 50 | 3 | 3 | 3 | 3 | 3 | 15 |
| 51 | 5 | 4 | 5 | 4 | 4 | 22 |
| 52 | 5 | 5 | 5 | 5 | 5 | 25 |
| 53 | 4 | 4 | 4 | 4 | 4 | 20 |
| 54 | 4 | 4 | 4 | 4 | 5 | 21 |
| 55 | 5 | 5 | 5 | 5 | 4 | 24 |
| 56 | 3 | 3 | 3 | 3 | 3 | 15 |
| 57 | 5 | 5 | 5 | 5 | 5 | 25 |
| 58 | 5 | 5 | 5 | 4 | 5 | 24 |
| 59 | 4 | 4 | 4 | 4 | 4 | 20 |
| 60 | 4 | 4 | 3 | 4 | 4 | 19 |
| 61 | 4 | 5 | 4 | 5 | 4 | 22 |
| 62 | 4 | 4 | 3 | 3 | 3 | 17 |
| 63 | 3 | 3 | 3 | 3 | 3 | 15 |
| 64 | 3 | 4 | 4 | 3 | 3 | 17 |
| 65 | 4 | 5 | 5 | 4 | 4 | 22 |
| 66 | 3 | 3 | 2 | 2 | 3 | 13 |
| 67 | 4 | 3 | 4 | 4 | 4 | 19 |
| 68 | 4 | 4 | 3 | 3 | 3 | 17 |
| 69 | 5 | 5 | 4 | 5 | 4 | 23 |
| 70 | 5 | 5 | 5 | 5 | 4 | 24 |
| 71 | 3 | 3 | 3 | 3 | 4 | 16 |
| 72 | 3 | 4 | 3 | 3 | 4 | 17 |
| 73 | 3 | 4 | 3 | 3 | 3 | 16 |
| 74 | 3 | 3 | 4 | 3 | 4 | 17 |
| 75 | 4 | 4 | 4 | 4 | 5 | 21 |
| 76 | 5 | 4 | 4 | 4 | 5 | 22 |

| | | | | | | |
|-----|---|---|---|---|---|----|
| 77 | 4 | 3 | 4 | 4 | 4 | 19 |
| 78 | 4 | 4 | 4 | 4 | 4 | 20 |
| 79 | 4 | 4 | 4 | 4 | 5 | 21 |
| 80 | 4 | 4 | 4 | 4 | 4 | 20 |
| 81 | 5 | 5 | 5 | 5 | 4 | 24 |
| 82 | 5 | 5 | 5 | 5 | 5 | 25 |
| 83 | 4 | 3 | 3 | 4 | 4 | 18 |
| 84 | 4 | 4 | 4 | 4 | 5 | 21 |
| 85 | 4 | 4 | 3 | 4 | 4 | 19 |
| 86 | 4 | 4 | 4 | 4 | 4 | 20 |
| 87 | 4 | 4 | 4 | 4 | 4 | 20 |
| 88 | 4 | 4 | 4 | 4 | 3 | 19 |
| 89 | 5 | 5 | 4 | 4 | 4 | 22 |
| 90 | 4 | 3 | 3 | 4 | 4 | 18 |
| 91 | 3 | 3 | 2 | 3 | 2 | 13 |
| 92 | 3 | 3 | 3 | 2 | 2 | 13 |
| 93 | 4 | 5 | 4 | 4 | 5 | 22 |
| 94 | 5 | 4 | 4 | 5 | 5 | 23 |
| 95 | 5 | 4 | 5 | 5 | 5 | 24 |
| 96 | 3 | 3 | 4 | 3 | 4 | 17 |
| 97 | 4 | 5 | 5 | 4 | 4 | 22 |
| 98 | 3 | 3 | 4 | 4 | 3 | 17 |
| 99 | 4 | 4 | 4 | 4 | 5 | 21 |
| 100 | 3 | 3 | 4 | 4 | 3 | 17 |

4. Kinerja Pegawai (Y)

| Responden | Y_1 | Y_2 | Y_3 | Y_4 | Y_5 | Total Y |
|-----------|-----|-----|-----|-----|-----|---------|
| 1 | 5 | 5 | 4 | 4 | 4 | 22 |
| 2 | 5 | 4 | 4 | 4 | 4 | 21 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 3 | 3 | 4 | 18 |
| 5 | 5 | 4 | 4 | 4 | 4 | 21 |
| 6 | 4 | 4 | 4 | 4 | 4 | 20 |
| 7 | 4 | 3 | 3 | 3 | 4 | 17 |
| 8 | 4 | 4 | 4 | 4 | 4 | 20 |
| 9 | 4 | 4 | 4 | 4 | 5 | 22 |
| 10 | 4 | 4 | 4 | 4 | 4 | 20 |
| 11 | 3 | 3 | 3 | 3 | 3 | 15 |
| 12 | 4 | 4 | 5 | 5 | 4 | 23 |
| 13 | 5 | 5 | 5 | 5 | 5 | 25 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 5 | 5 | 5 | 5 | 4 | 24 |
| 16 | 4 | 4 | 4 | 4 | 3 | 19 |
| 17 | 4 | 4 | 4 | 4 | 5 | 21 |
| 18 | 4 | 4 | 4 | 4 | 3 | 19 |
| 19 | 4 | 5 | 5 | 4 | 4 | 22 |
| 20 | 4 | 4 | 4 | 4 | 3 | 19 |

| | | | | | | |
|----|---|---|---|---|---|----|
| 21 | 5 | 4 | 4 | 5 | 5 | 23 |
| 22 | 5 | 5 | 5 | 5 | 5 | 25 |
| 23 | 4 | 4 | 4 | 4 | 4 | 20 |
| 24 | 4 | 4 | 4 | 4 | 4 | 20 |
| 25 | 4 | 4 | 4 | 3 | 4 | 19 |
| 26 | 4 | 4 | 4 | 4 | 4 | 20 |
| 27 | 3 | 3 | 3 | 3 | 3 | 15 |
| 28 | 3 | 4 | 3 | 4 | 4 | 18 |
| 29 | 5 | 5 | 5 | 5 | 4 | 24 |
| 30 | 3 | 4 | 4 | 4 | 4 | 19 |
| 31 | 3 | 4 | 3 | 3 | 3 | 16 |
| 32 | 4 | 3 | 3 | 3 | 4 | 17 |
| 33 | 4 | 4 | 4 | 4 | 3 | 19 |
| 34 | 3 | 3 | 4 | 4 | 3 | 17 |
| 35 | 3 | 3 | 3 | 4 | 3 | 16 |
| 36 | 5 | 4 | 4 | 5 | 4 | 22 |
| 37 | 5 | 4 | 5 | 4 | 4 | 22 |
| 38 | 4 | 5 | 5 | 4 | 5 | 23 |
| 39 | 4 | 4 | 4 | 4 | 5 | 21 |
| 40 | 4 | 5 | 5 | 5 | 4 | 23 |
| 41 | 4 | 3 | 3 | 4 | 4 | 18 |
| 42 | 3 | 4 | 4 | 4 | 4 | 19 |
| 43 | 4 | 4 | 4 | 4 | 4 | 20 |
| 44 | 3 | 4 | 4 | 3 | 4 | 18 |
| 45 | 4 | 4 | 3 | 3 | 3 | 17 |
| 46 | 4 | 4 | 3 | 3 | 3 | 17 |
| 47 | 3 | 3 | 3 | 3 | 4 | 16 |
| 48 | 4 | 4 | 4 | 4 | 4 | 20 |
| 49 | 4 | 5 | 4 | 4 | 4 | 21 |
| 50 | 3 | 3 | 3 | 3 | 3 | 15 |
| 51 | 4 | 4 | 4 | 5 | 5 | 22 |
| 52 | 5 | 5 | 5 | 5 | 5 | 25 |
| 53 | 4 | 4 | 4 | 4 | 5 | 21 |
| 54 | 3 | 3 | 4 | 4 | 3 | 17 |
| 55 | 5 | 4 | 4 | 4 | 5 | 22 |
| 56 | 3 | 3 | 3 | 3 | 3 | 15 |
| 57 | 5 | 5 | 5 | 5 | 5 | 25 |
| 58 | 4 | 5 | 5 | 5 | 5 | 24 |
| 59 | 4 | 4 | 4 | 4 | 5 | 21 |
| 60 | 4 | 4 | 5 | 4 | 5 | 22 |
| 61 | 4 | 5 | 5 | 5 | 4 | 23 |
| 62 | 4 | 4 | 4 | 4 | 4 | 20 |
| 63 | 3 | 4 | 4 | 4 | 4 | 19 |
| 64 | 3 | 3 | 3 | 3 | 4 | 16 |
| 65 | 4 | 4 | 4 | 5 | 5 | 22 |
| 66 | 4 | 3 | 3 | 3 | 3 | 16 |
| 67 | 3 | 4 | 3 | 4 | 4 | 18 |
| 68 | 4 | 3 | 3 | 3 | 4 | 17 |

| | | | | | | |
|-----|---|---|---|---|---|----|
| 69 | 4 | 5 | 4 | 4 | 5 | 22 |
| 70 | 4 | 4 | 4 | 4 | 5 | 21 |
| 71 | 3 | 3 | 4 | 4 | 4 | 18 |
| 72 | 4 | 4 | 4 | 4 | 4 | 20 |
| 73 | 3 | 3 | 3 | 4 | 4 | 17 |
| 74 | 3 | 3 | 3 | 4 | 3 | 16 |
| 75 | 4 | 4 | 4 | 4 | 5 | 21 |
| 76 | 4 | 4 | 4 | 4 | 5 | 21 |
| 77 | 4 | 4 | 3 | 3 | 4 | 18 |
| 78 | 4 | 4 | 4 | 4 | 4 | 20 |
| 79 | 4 | 4 | 4 | 4 | 4 | 20 |
| 80 | 4 | 4 | 4 | 4 | 4 | 20 |
| 81 | 5 | 4 | 5 | 4 | 5 | 23 |
| 82 | 5 | 5 | 5 | 5 | 5 | 25 |
| 83 | 4 | 4 | 4 | 4 | 3 | 19 |
| 84 | 4 | 4 | 4 | 4 | 3 | 19 |
| 85 | 4 | 3 | 4 | 4 | 4 | 19 |
| 86 | 5 | 5 | 5 | 5 | 5 | 25 |
| 87 | 4 | 4 | 4 | 4 | 4 | 20 |
| 88 | 4 | 4 | 4 | 4 | 4 | 20 |
| 89 | 4 | 5 | 5 | 4 | 4 | 22 |
| 90 | 4 | 3 | 4 | 3 | 4 | 18 |
| 91 | 3 | 3 | 3 | 3 | 3 | 15 |
| 92 | 3 | 3 | 3 | 3 | 3 | 15 |
| 93 | 5 | 4 | 4 | 4 | 5 | 22 |
| 94 | 5 | 4 | 4 | 5 | 5 | 23 |
| 95 | 5 | 5 | 4 | 4 | 5 | 23 |
| 96 | 3 | 4 | 4 | 4 | 4 | 19 |
| 97 | 3 | 3 | 4 | 3 | 4 | 17 |
| 98 | 4 | 4 | 3 | 3 | 4 | 18 |
| 99 | 4 | 4 | 5 | 5 | 5 | 23 |
| 100 | 3 | 3 | 4 | 4 | 3 | 17 |

Lampiran 4 Hasil Output SPSS

1. Analisis Deskriptif

a. Etika Kerja (X1)

| Descriptive Statistics | | | |
|------------------------|-------|----------------|-----|
| | Mean | Std. Deviation | N |
| X1_1 | 3,21 | 1,057 | 100 |
| X1_2 | 3,26 | ,949 | 100 |
| X1_3 | 3,45 | ,880 | 100 |
| X1_4 | 3,55 | ,880 | 100 |
| X1_5 | 3,68 | 1,024 | 100 |
| Etika Kerja (X1) | 17,13 | 3,177 | 100 |

b. Motivasi (X2)

| Descriptive Statistics | | | |
|------------------------|-------|----------------|-----|
| | Mean | Std. Deviation | N |
| X2_1 | 4,26 | ,661 | 100 |
| X2_2 | 3,86 | ,725 | 100 |
| X2_3 | 3,83 | ,726 | 100 |
| X2_4 | 3,91 | ,793 | 100 |
| X2_5 | 4,08 | ,662 | 100 |
| Motivasi (X2) | 19,95 | 2,979 | 100 |

c. Kompensasi (X3)

| Descriptive Statistics | | | |
|------------------------|-------|----------------|-----|
| | Mean | Std. Deviation | N |
| X3_1 | 4,00 | ,682 | 100 |
| X3_2 | 3,84 | ,748 | 100 |
| X3_3 | 3,87 | ,787 | 100 |
| X3_4 | 3,92 | ,774 | 100 |
| X3_5 | 3,96 | ,764 | 100 |
| Kompensasi (X3) | 19,59 | 3,204 | 100 |

d. Kinerja Pegawai (Y)

| | Mean | Std. Deviation | N |
|---------------------|-------|----------------|-----|
| Y_1 | 3,97 | ,674 | 100 |
| Y_2 | 3,97 | ,658 | 100 |
| Y_3 | 3,97 | ,674 | 100 |
| Y_4 | 3,98 | ,651 | 100 |
| Y_5 | 4,08 | ,706 | 100 |
| Kinerja Pegawai (Y) | 19,99 | 2,791 | 100 |

2. Analisis Regresi Linear Berganda

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,776 | 1,276 | | 2,176 | ,032 |
| | Etika Kerja (X1) | ,189 | ,053 | ,215 | 3,567 | ,001 |
| | Motivasi (X2) | ,234 | ,072 | ,250 | 3,231 | ,002 |
| | Kompensasi (X3) | ,476 | ,069 | ,546 | 6,886 | ,000 |

a. Dependent Variable: Kinerja Pegawai (Y)

3. Uji Validitas

a. Etika Kerja (X1)

| | | X1_1 | X1_2 | X1_3 | X1_4 | X1_5 | Etika Kerja (X1) |
|------------------|---------------------|--------|--------|--------|--------|--------|------------------|
| X1_1 | Pearson Correlation | 1 | ,398** | ,190 | ,320** | ,287** | ,672** |
| | Sig. (2-tailed) | | ,000 | ,058 | ,001 | ,004 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X1_2 | Pearson Correlation | ,398** | 1 | ,378** | ,286** | ,242* | ,692** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,004 | ,015 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X1_3 | Pearson Correlation | ,190 | ,378** | 1 | ,394** | ,117 | ,575** |
| | Sig. (2-tailed) | ,058 | ,000 | | ,000 | ,248 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X1_4 | Pearson Correlation | ,320** | ,286** | ,394** | 1 | ,466** | ,722** |
| | Sig. (2-tailed) | ,001 | ,004 | ,000 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X1_5 | Pearson Correlation | ,287** | ,242* | ,117 | ,466** | 1 | ,643** |
| | Sig. (2-tailed) | ,004 | ,015 | ,248 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Etika Kerja (X1) | Pearson Correlation | ,672** | ,692** | ,575** | ,722** | ,643** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

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

b. Motivasi (X2)

Correlations

| | | X2_1 | X2_2 | X2_3 | X2_4 | X2_5 | Motivasi (X2) |
|---------------|---------------------|--------|--------|--------|--------|--------|---------------|
| X2_1 | Pearson Correlation | 1 | ,646** | ,599** | ,701** | ,668** | ,863** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2_2 | Pearson Correlation | ,646** | 1 | ,550** | ,576** | ,466** | ,778** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2_3 | Pearson Correlation | ,599** | ,550** | 1 | ,728** | ,618** | ,842** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2_4 | Pearson Correlation | ,701** | ,576** | ,728** | 1 | ,611** | ,875** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X2_5 | Pearson Correlation | ,668** | ,466** | ,618** | ,611** | 1 | ,801** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Motivasi (X2) | Pearson Correlation | ,863** | ,778** | ,842** | ,875** | ,801** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

c. Kompensasi (X3)

Correlations

| | | X3_1 | X3_2 | X3_3 | X3_4 | X3_5 | Kompensasi (X3) |
|-----------------|---------------------|--------|--------|--------|--------|--------|-----------------|
| X3_1 | Pearson Correlation | 1 | ,693** | ,621** | ,727** | ,582** | ,842** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X3_2 | Pearson Correlation | ,693** | 1 | ,719** | ,692** | ,571** | ,861** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X3_3 | Pearson Correlation | ,621** | ,719** | 1 | ,729** | ,613** | ,868** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X3_4 | Pearson Correlation | ,727** | ,692** | ,729** | 1 | ,643** | ,891** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| X3_5 | Pearson Correlation | ,582** | ,571** | ,613** | ,643** | 1 | ,802** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Kompensasi (X3) | Pearson Correlation | ,842** | ,861** | ,868** | ,891** | ,802** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

d. Kinerja Pegawai

Correlations

| | | Y_1 | Y_2 | Y_3 | Y_4 | Y_5 | Kinerja Pegawai (Y) |
|---------------------|---------------------|--------|--------|--------|--------|--------|---------------------|
| Y_1 | Pearson Correlation | 1 | ,636** | ,577** | ,551** | ,557** | ,801** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Y_2 | Pearson Correlation | ,636** | 1 | ,727** | ,635** | ,527** | ,847** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Y_3 | Pearson Correlation | ,577** | ,727** | 1 | ,759** | ,536** | ,870** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,000 | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Y_4 | Pearson Correlation | ,551** | ,635** | ,759** | 1 | ,531** | ,839** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | | ,000 | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Y_5 | Pearson Correlation | ,557** | ,527** | ,536** | ,531** | 1 | ,769** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | | ,000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| Kinerja Pegawai (Y) | Pearson Correlation | ,801** | ,847** | ,870** | ,839** | ,769** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

4. Uji Reliabilitas

a. Etika Kerja (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,686 | 5 |

c. Kompensasi (X3)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,906 | 5 |

b. Motivasi (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,888 | 5 |

d. Kinerja Pegawai (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,883 | 5 |

5. Uji Normalitas

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 100 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 1,56468708 |
| Most Extreme Differences | Absolute | ,077 |
| | Positive | ,077 |
| | Negative | -,039 |
| Test Statistic | | ,077 |
| Asymp. Sig. (2-tailed) | | ,150 ^c |
| Exact Sig. (2-tailed) | | ,567 |
| Point Probability | | ,000 |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

6. Uji Multikolinearitas

| Model | | Collinearity Statistics | |
|-------|------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Etika Kerja (X1) | ,904 | 1,106 |
| | Motivasi (X2) | ,548 | 1,823 |
| | Kompensasi (X3) | ,521 | 1,921 |

a. Dependent Variable: Kinerja Pegawai (Y)

7. Uji Autokorelasi

| Model | Durbin-Watson |
|-------|---------------|
| 1 | 1,775 |

b. Dependent Variable: Kinerja Pegawai (Y)

8. Uji Heteroskedastisitas

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 3,133 | ,803 | | 3,900 | ,000 |
| | Etika Kerja (X1) | -,034 | ,033 | -,107 | -1,033 | ,304 |
| | Motivasi (X2) | -,029 | ,046 | -,084 | -,628 | ,532 |
| | Kompensasi (X3) | -,040 | ,044 | -,127 | -,928 | ,356 |

a. Dependent Variable: RES_2

9. Uji F

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 528,614 | 3 | 176,205 | 69,791 | ,000 ^b |
| | Residual | 242,376 | 96 | 2,525 | | |
| | Total | 770,990 | 99 | | | |

a. Dependent Variable: Kinerja Pegawai (Y)

b. Predictors: (Constant), Kompensasi (X3), Etika Kerja (X1), Motivasi (X2)

10. Uji Koefisien Determinasi

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,828 ^a | ,686 | ,676 | 1,589 |

a. Predictors: (Constant), Kompensasi (X3), Etika Kerja (X1), Motivasi (X2)

11. Uji T

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,776 | 1,276 | | 2,176 | ,032 |
| | Etika Kerja (X1) | ,189 | ,053 | ,215 | 3,567 | ,001 |
| | Motivasi (X2) | ,234 | ,072 | ,250 | 3,231 | ,002 |
| | Kompensasi (X3) | ,476 | ,069 | ,546 | 6,886 | ,000 |

a. Dependent Variable: Kinerja Pegawai (Y)

Lampiran 5 Laporan Bimbingan Skripsi


UNIVERSITAS NASIONAL
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Program Studi : S1- Manajemen, S1- Akuntansi, dan S1- Pariwisata

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Npm : 193402516336
Nama : AZZAHRA DETA FABELLA
Program Studi : Manajemen
Konsentrasi : Manajemen SDM

KONSULTASI PEMBIMBING PROPOSAL

| Tanggal | Materi Konsultasi | Status |
|------------------|--|------------------|
| 17 October, 2022 | mengkonfirmasi judul skripsi yaitu "pengaruh etika kerja, motivasi dan kompensasi terhadap kinerja pegawai pada unit kerja direktorat jenderal prasarana dan sarana pertanian jakarta selatan" | Sudah Ditanggapi |
| 28 October, 2022 | pengajuan bimbingan bab 1 | Sudah Ditanggapi |

KONSULTASI PEMBIMBING TUGAS AKHIR

| Tanggal | Materi Konsultasi | Status |
|-------------------|------------------------|------------------|
| 26 December, 2022 | proposal revisi | Sudah Ditanggapi |
| 26 December, 2022 | lembar kuesioner | Sudah Ditanggapi |
| 19 January, 2023 | revisi bab 2&3 | Sudah Ditanggapi |
| 19 January, 2023 | laporan full skripsi | Sudah Ditanggapi |
| 19 January, 2023 | revisi halaman skripsi | Sudah Ditanggapi |
| 19 January, 2023 | revisi bab 4 | Sudah Ditanggapi |
| 19 January, 2023 | revisi bab 5 | Sudah Ditanggapi |
| 22 January, 2023 | acc tugas akhir | Sudah Ditanggapi |

Lampiran 6 Surat Balasan



KEMENTERIAN PERTANIAN
REPUBLIC INDONESIA
DIREKTORAT JENDERAL PRASARANA DAN SARANA PERTANIAN
Jl. Harsono RM No. 3, Gedung D, Ragunan Pasar Minggu, Jakarta Selatan 12550
Telepon: (021) 7816083 Email: ppid_psp@pertanian.go.id
Website: www.pertanian.go.id

Nomor : PSP/JM/IX/19/78/2022
Perihal : Balasan Permohonan Riset a.n. Azzahra Deta Fabella

27 September 2022

Yth. Dekan Fakultas Ekonomi dan Bisnis
Universitas Nasional
di Tempat

Menindaklanjuti surat mengenai 378/RisetD/FEB/IX/2022 pada tanggal 19 September 2022 perihal Permohonan Riset, dengan ini kami sampaikan beberapa hal terkait seperti berikut :

1. Kami mengizinkan pelaksanaan penelitian riset yang dilakukan dalam rangka pelaksanaan penulisan skripsi dengan mahasiswa beratas nama Azzahra Deta Fabella dengan judul penelitian "Pengaruh Etika Kerja, Motivasi dan Kompensasi Terhadap Kinerja Pegawai pada Unit Kerja Direktorat Jenderal Prasarana dan Sarana Pertanian",
2. Izin pemberian riset dilakukan semata-mata atas keperluan akademik;
3. Waktu penelitian yang diberlakukan dari bulan September 2022 s/d Maret 2023.

Demikian surat balasan ini dibuat untuk digunakan sebagaimana diberlakukan. Atas perhatian dan kerja samanya, diucapkan terimakasih.

Jakarta, 27 September 2022

Sekretaris Direktorat Jenderal,



(Handwritten signature)
Gunawan

NIP. 197408071998031002

Tembusan :
Direktur Jenderal PSP

Lampiran 7 Laporan Hasil Cek Turnitin

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