

LAMPIRAN

KUESIONER

Pengaruh Komitmen dan Kompensasi terhadap Kinerja Karyawan Studi Kasus Bank Mandiri Syariah KCP. Kaliurang, Yogyakarta

Sebelumnya peneliti sampaikan maaf karena sudah mengganggu waktu Saudara/i, saya mengharap kesediaan Saudara/i untuk mengisi daftar kuesioner ini. Informasi yang anda berikan sangat berarti bagi penelitian ini, oleh karena itu peneliti sangat mengharapkan kesediaan Saudara/i untuk mengisi kuesioner ini dengan sebenar-benarnya, atas bantuannya peneliti ucapkan banyak terima kasih.

Yogyakarta, November 2018

Identitas responden:

1. No Responden :
2. Usia : tahun
3. Lama Bekerja di BSM: tahun bulan
4. Jenis Kelamin : Laki-Laki Perempuan
5. Pendidikan Terakhir : SMU DIPLOMA S1
S2 S3
6. Jabatan Pekerjaan :

Petunjuk:

1. Bapak/ibu berikan tanggapan terhadap semua pertanyaan dibawah ini sesuai dengan kenyataan yang dialami selama bekerja ditempat ini.
2. Berikan tanggapan dengan memberi tanda centang pada kolom yang telah disediakan dari masing-masing pertanyaan. Pastikan semua pertanyaan terisi.
3. Huruf-huruf pada bagian atas mengandung makna:

SS = Sangat Setuju

TS = Tidak Setuju

S = Setuju

STS = Sangat Tidak Setuju

Komitmen

No	Pernyataan	SS	S	TS	ST
1	Visi dan misi perusahaan selalu saya jadikan pedoman dan acuan dalam saya bekerja di perusahaan ini				
2	Saya membanggakan perusahaan ini kepada orang lain di luar instansi				
3	Saya benar-benar merasakan seakan-akan permasalahan perusahaan juga permasalahan saya sendiri				
4	Saya merasa menjadi bagian dari keluarga pada perusahaan tempat saya bekerja				
5	Banyak waktu saya gunakan untuk memikirkan pekerjaan saya				
6	Saya sangat terlibat di dalam pekerjaan saya secara				

	pribadi				
7	Saya rela ditempatkan di cabang manapun tempat saya bekerja				
8	Tetap bekerja di perusahaan ini merupakan kebutuhan sekaligus keinginan saya				
9	Apabila saya keluar dari perusahaan ini saya memiliki pengorbanan yang harus dipertimbangkan, instansi lain mungkin tidak akan sesuai dengan keseluruhan manfaat yang saya dapat disini				
10	Apabila saya memperoleh tawaran pekerjaan yang lebih baik di instansi lain, saya tidak akan merasa bahwa tawaran tersebut merupakan alasan yang tepat untuk meninggalkan perusahaan ini				

Kompensasi

No	Pernyataan	SS	S	TS	STS
1	Upah dan gaji yang saya terima membuat saya meningkatkan produktivitas saya dalam bekerja				
2	Penghargaan atas prestasi kerja yang saya lakukan dari perusahaan mempengaruhi saya dalam bekerja				
3	Tunjangan dan bonus yang diberikan perusahaan kepada saya mempengaruhi kinerja saya				
4	Perusahaan menjamin keselamatan saya di				

	lingkungan kerja				
5	Tugas-tugas yang diberikan atasan merupakan tantangan yang harus diselesaikan tepat waktu				
6	Bonus yang diberikan perusahaan sesuai dengan waktu lembur				
7	Perbedaan gaji antar posisi sudah sesuai harapan				
8	Saya puas dengan kenaikan gaji yang diberikan perusahaan karena sejalan dengan kenaikan pangkat				
9	Saya puas dengan berbagai fasilitas yang diberikan perusahaan				
10	Saya menerima gaji tepat waktu				

Kinerja Karyawan

No.	Pernyataan	SS	S	TS	STS
1	Saya mengerjakan pekerjaan sesuai SOP (<i>Standart Operating Procedures</i>) yang sudah ditetapkan perusahaan				
2	Saya menyelesaikan pekerjaan yang diberikan tepat waktu				
3	Saya selalu bisa mengatur pekerjaan dalam batas waktu yang sempit				
4	Saya melakukan tugas pekerjaan yang diselesaikan				

	bersama-sama secara cepat dan efektif				
5	Saya akan menyelesaikan tugas pekerjaan yang sulit sebelum meminta bantuan kepada orang lain				
6	Saya selalu mengkomunikasikan setiap ide dan gagasan mengenai hal-hal pekerjaan terhadap atasan maupun rekan kerja				
7	Saya selalu menyelesaikan pekerjaan yang diberikan perusahaan dengan penuh tanggung jawab				
8	Saya bekerja malas-malasan ketika tidak diawasi pimpinan				
9	Saya membantu rekan kerja yang mengalami kesulitan menyelesaikan pekerjaan				
10	Saya ragu-ragu ketika harus menentukan tindakan pada saat menghadapi masalah				

Hasil Validitas Variabel Komitmen (X1)

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	TOTALX1
KO1	Pearson Correlation	1	.348	.453*	.484*	.397	.263	.373	.219	.094	.647**	.646**
	Sig. (2-tailed)		.112	.034	.022	.068	.237	.087	.328	.677	.001	.001
	N	22	22	22	22	22	22	22	22	22	22	22
KO2	Pearson Correlation	.348	1	.571**	.302	.603**	.290	.427*	.467*	.284	.368	.692**
	Sig. (2-tailed)	.112		.006	.171	.003	.190	.047	.029	.200	.092	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KO3	Pearson Correlation	.453*	.571**	1	.509*	.250	.326	.432*	.575**	.188	.696**	.728**
	Sig. (2-tailed)	.034	.006		.015	.261	.138	.045	.005	.402	.000	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KO4	Pearson Correlation	.484*	.302	.509*	1	.297	.128	.312	.277	.457*	.474*	.631**
	Sig. (2-tailed)	.022	.171	.015		.179	.571	.158	.212	.032	.026	.002
	N	22	22	22	22	22	22	22	22	22	22	22
KO5	Pearson Correlation	.397	.603**	.250	.297	1	.715**	.255	.336	.585**	.215	.706**
	Sig. (2-tailed)	.068	.003	.261	.179	.000	.252	.127	.004	.337	.000	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KO6	Pearson Correlation	.263	.290	.326	.128	.715**	1	.338	.541**	.393	.192	.620**
	Sig. (2-tailed)	.237	.190	.138	.571	.000	.124	.009	.070	.393	.002	.002
	N	22	22	22	22	22	22	22	22	22	22	22
KO7	Pearson Correlation	.373	.427*	.432*	.312	.255	.338	1	.586**	.404	.641**	.700**
	Sig. (2-tailed)	.087	.047	.045	.158	.252	.124	.004	.062	.001	.000	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KO8	Pearson Correlation	.219	.467*	.575**	.277	.336	.541**	.586**	1	.280	.410	.676**
	Sig. (2-tailed)	.328	.029	.005	.212	.127	.009	.004	.207	.058	.001	.001
	N	22	22	22	22	22	22	22	22	22	22	22
KO9	Pearson Correlation	.094	.284	.188	.457*	.585**	.393	.404	.280	1	.362	.607**
	Sig. (2-tailed)	.677	.200	.402	.032	.004	.070	.062	.207	.097	.003	.003
	N	22	22	22	22	22	22	22	22	22	22	22
KO10	Pearson Correlation	.647**	.368	.696**	.474*	.215	.192	.641**	.410	.362	1	.738**
	Sig. (2-tailed)	.001	.092	.000	.026	.337	.393	.001	.058	.097	.000	.000
	N	22	22	22	22	22	22	22	22	22	22	22
TOTALX1	Pearson Correlation	.646**	.692**	.728**	.631**	.706**	.620**	.700**	.676**	.607**	.738**	1
	Sig. (2-tailed)	.001	.000	.000	.002	.000	.002	.000	.001	.003	.000	.000
	N	22	22	22	22	22	22	22	22	22	22	22

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

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

Reliability Variabel Komitmen (X1)

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	22	100.0
	Excluded ^a	0	.0
	Total	22	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.865	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KO1	27.2727	16.779	.534	.856
KO2	27.4545	16.926	.606	.850
KO3	27.9091	16.753	.650	.847
KO4	27.5909	17.206	.529	.856
KO5	27.8636	16.028	.597	.851
KO6	27.5455	17.498	.526	.856
KO7	27.7727	16.660	.609	.849
KO8	27.5909	17.301	.596	.851
KO9	27.8636	17.266	.498	.859
KO10	28.0909	16.658	.661	.846

Hasil Validitas Variabel Kompensasi (X2)

		Correlations										
		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10	TOTALX2
KP1	Pearson Correlation	1	.269	.704**	.169	.181	.497*	.462*	.546**	.467*	.442*	.688**
	Sig. (2-tailed)		.226	.000	.451	.420	.019	.031	.009	.028	.039	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KP2	Pearson Correlation	.269	1	.207	.497*	.326	.750**	.445*	.695**	.134	.650**	.766**
	Sig. (2-tailed)	.226		.355	.019	.139	.000	.038	.000	.553	.001	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KP3	Pearson Correlation	.704**	.207	1	.373	.406	.363	.046	.322	.322	.453*	.598**
	Sig. (2-tailed)	.000	.355		.087	.061	.097	.838	.144	.144	.034	.003
	N	22	22	22	22	22	22	22	22	22	22	22
KP4	Pearson Correlation	.169	.497*	.373	1	.721**	.472*	.324	.418	.418	.134	.633**
	Sig. (2-tailed)	.451	.019	.087		.000	.027	.141	.053	.053	.551	.002
	N	22	22	22	22	22	22	22	22	22	22	22
KP5	Pearson Correlation	.181	.326	.406	.721**	1	.379	.101	.241	.455*	.099	.525*
	Sig. (2-tailed)	.420	.139	.061	.000		.082	.654	.279	.033	.662	.012
	N	22	22	22	22	22	22	22	22	22	22	22
KP6	Pearson Correlation	.497*	.750**	.363	.472*	.379	1	.631**	.555**	.535*	.668**	.871**
	Sig. (2-tailed)	.019	.000	.097	.027	.082		.002	.007	.010	.001	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KP7	Pearson Correlation	.462*	.445*	.046	.324	.101	.631**	1	.601**	.393	.266	.638**
	Sig. (2-tailed)	.031	.038	.838	.141	.654	.002		.003	.070	.232	.001
	N	22	22	22	22	22	22	22	22	22	22	22
KP8	Pearson Correlation	.546**	.695**	.322	.418	.241	.555**	.601**	1	.259	.503*	.782**
	Sig. (2-tailed)	.009	.000	.144	.053	.279	.007	.003		.245	.017	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KP9	Pearson Correlation	.467*	.134	.322	.418	.455*	.535*	.393	.259	1	.214	.581**
	Sig. (2-tailed)	.028	.553	.144	.053	.033	.010	.070	.245		.339	.005
	N	22	22	22	22	22	22	22	22	22	22	22
KP10	Pearson Correlation	.442*	.650**	.453*	.134	.099	.668**	.266	.503*	.214	1	.694**
	Sig. (2-tailed)	.039	.001	.034	.551	.862	.001	.232	.017	.339		.000
	N	22	22	22	22	22	22	22	22	22	22	22
TOTALX2	Pearson Correlation	.688**	.766**	.598**	.633**	.525*	.871**	.638**	.782**	.581**	.694**	1
	Sig. (2-tailed)	.000	.000	.003	.002	.012	.000	.001	.000	.005	.000	
	N	22	22	22	22	22	22	22	22	22	22	22

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

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

Reliability Variabel Kompensasi [X2]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	22	100.0
	Excluded ^a	0	.0
	Total	22	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.867	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP1	27.0455	16.712	.622	.854
KP2	27.2727	14.684	.674	.846
KP3	27.0000	16.286	.483	.862
KP4	27.0000	16.762	.552	.857
KP5	26.9545	17.474	.442	.864
KP6	27.1818	15.108	.831	.835
KP7	27.3182	16.037	.531	.859
KP8	27.3636	14.719	.699	.844
KP9	27.0000	16.667	.478	.862
KP10	26.6818	15.180	.581	.856

Hasil Validitas Variabel Kinerja Karyawan (Y)

		Correlations										
		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	TOTALY
KK1	Pearson Correlation	1	.523*	.527*	.648**	.440*	.484*	.546**	.275	.460*	.354	.667**
	Sig. (2-tailed)		.013	.012	.001	.041	.022	.009	.216	.031	.106	.001
	N	22	22	22	22	22	22	22	22	22	22	22
KK2	Pearson Correlation	.523*	1	.536*	.409	.858**	.465*	.539**	.523*	.543**	.535*	.774**
	Sig. (2-tailed)	.013		.010	.058	.000	.029	.010	.013	.009	.010	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK3	Pearson Correlation	.527*	.536*	1	.536*	.607**	.386	.468*	.623**	.586**	.604**	.785**
	Sig. (2-tailed)	.012	.010		.010	.003	.076	.028	.002	.004	.003	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK4	Pearson Correlation	.648**	.409	.536*	1	.541**	.661**	.539**	.237	.453*	.443*	.678**
	Sig. (2-tailed)	.001	.058	.010		.009	.001	.010	.288	.034	.039	.001
	N	22	22	22	22	22	22	22	22	22	22	22
KK5	Pearson Correlation	.440*	.858**	.607**	.541**	1	.538**	.377	.631**	.487*	.665**	.805**
	Sig. (2-tailed)	.041	.000	.003	.009		.010	.084	.002	.022	.001	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK6	Pearson Correlation	.484*	.465*	.386	.661**	.538**	1	.578**	.294	.603**	.501*	.693**
	Sig. (2-tailed)	.022	.029	.076	.001	.010		.005	.184	.003	.018	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK7	Pearson Correlation	.546**	.539**	.468*	.539**	.377	.578**	1	.250	.750**	.513*	.727**
	Sig. (2-tailed)	.009	.010	.028	.010	.084	.005		.262	.000	.015	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK8	Pearson Correlation	.275	.523*	.623**	.237	.631**	.294	.250	1	.394	.776**	.728**
	Sig. (2-tailed)	.216	.013	.002	.288	.002	.184	.262	.069		.000	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK9	Pearson Correlation	.460*	.543**	.586**	.453*	.487*	.603**	.750**	.394	1	.564**	.784**
	Sig. (2-tailed)	.031	.009	.004	.034	.022	.003	.000	.069		.006	.000
	N	22	22	22	22	22	22	22	22	22	22	22
KK10	Pearson Correlation	.354	.535*	.604**	.443*	.665**	.501*	.513*	.776**	.564**	1	.834**
	Sig. (2-tailed)	.106	.010	.003	.039	.001	.018	.015	.000	.006		.000
	N	22	22	22	22	22	22	22	22	22	22	22
TOTALY	Pearson Correlation	.667**	.774**	.785**	.678**	.805**	.693**	.727**	.728**	.784**	.834**	1
	Sig. (2-tailed)	.001	.000	.000	.001	.000	.000	.000	.000	.000	.000	
	N	22	22	22	22	22	22	22	22	22	22	22

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

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

Reliability Variabel Kinerja Karyawan [Y]

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	22	100.0
	Excluded ^a	0	.0
	Total	22	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.894	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK1	26.6818	23.275	.586	.887
KK2	26.9091	23.229	.724	.881
KK3	27.1364	23.457	.742	.881
KK4	26.9091	23.801	.612	.886
KK5	27.0000	23.333	.765	.880
KK6	27.1364	24.600	.647	.888
KK7	27.0000	22.762	.655	.883
KK8	28.2727	19.922	.593	.900
KK9	27.2273	20.755	.700	.880
KK10	27.7727	20.374	.767	.874

NORMALITAS

Frequencies

Statistics

		KOMITMEN (X1)	KOMPENSASI (X2)	KINERJA KARYAWAN (Y)
N	Valid	22	22	22
	Missing	0	0	0
Mean		31.3636	30.0909	30.2273
Std. Error of Mean		.62952	.93953	1.11839
Median		30.5000	30.5000	29.5000
Mode		29.00	31.00	29.00
Std. Deviation		2.95273	4.40680	5.24569
Variance		8.719	19.420	27.517
Range		12.00	24.00	21.00
Minimum		27.00	15.00	18.00
Maximum		39.00	39.00	39.00
Sum		690.00	662.00	665.00

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		KOMITMEN (X1)	KOMPENSASI (X2)	KINERJA KARYAWAN (Y)
N		22	22	22
Normal Parameters ^{a,b}	Mean	31.3636	30.0909	30.2273
	Std. Deviation	2.95273	4.40680	5.24569
Most Extreme Differences	Absolute	.178	.272	.135
	Positive	.178	.236	.108
	Negative	-.121	-.272	-.135
Kolmogorov-Smirnov Z		.834	1.276	.632
Asymp. Sig. (2-tailed)		.489	.077	.819

a. Test distribution is Normal.

b. Calculated from data.

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		22
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.95330574
Most Extreme Differences	Absolute	.125
	Positive	.079
	Negative	-.125
Kolmogorov-Smirnov Z		.587
Asymp. Sig. (2-tailed)		.881

a. Test distribution is Normal.

b. Calculated from data.

MULTIKOLINIERITAS

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	KOMITMEN (X1)	.630	1.588
	KOMPENSASI (X2)	.630	1.588

a. Dependent Variable: KINERJA KARYAWAN (Y)

HETEROSKEDASTISITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.325	3.906		-.083	.935
	KOMITMEN (X1)	.179	.156	.319	1.144	.267
	KOMPENSASI (X2)	-.096	.105	-.256	-.917	.371

a. Dependent Variable: ABS

Regression X1 – Y

Descriptive Statistics

	Mean	Std. Deviation	N
KINERJA KARYAWAN (Y)	30.2273	5.24569	22
KOMITMEN (X1)	31.3636	2.95273	22

Correlations

		KINERJA KARYAWAN (Y)	KOMITMEN (X1)
Pearson Correlation	KINERJA KARYAWAN (Y) KOMITMEN (X1)	1.000 .735	.735 1.000
Sig. (1-tailed)	KINERJA KARYAWAN (Y) KOMITMEN (X1)	. .000	.000 .
N	KINERJA KARYAWAN (Y) KOMITMEN (X1)	22 22	22 22

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KOMITMEN (X1) ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA KARYAWAN (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	.735 ^a	.541	.518	3.64285	.541	23.545	1	20	.000

a. Predictors: (Constant), KOMITMEN (X1)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	312.456	1	312.456	23.545	.000 ^a
	Residual	265.407	20	13.270		
	Total	577.864	21			

a. Predictors: (Constant), KOMITMEN (X1)

b. Dependent Variable: KINERJA KARYAWAN (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	-10.745	8.479		-1.267	.220			
	KOMITMEN (X1)	1.306	.269	.735	4.852	.000	.735	.735	.735

a. Dependent Variable: KINERJA KARYAWAN (Y)

Regression X2 – Y

Descriptive Statistics

	Mean	Std. Deviation	N
KINERJA KARYAWAN (Y)	30.2273	5.24569	22
KOMPENSASI (X2)	30.0909	4.40680	22

Correlations

		KINERJA KARYAWAN (Y)	KOMPENSASI (X2)
Pearson Correlation	KINERJA KARYAWAN (Y) KOMPENSASI (X2)	1.000 .747	.747 1.000
Sig. (1-tailed)	KINERJA KARYAWAN (Y) KOMPENSASI (X2)	. .000	.000 .
N	KINERJA KARYAWAN (Y) KOMPENSASI (X2)	22 22	22 22

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KOMPENSASI (X2) ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA KARYAWAN (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.747 ^a	.558	.536	3.57467	.558	25.222	1	20	.000

a. Predictors: (Constant), KOMPENSASI (X2)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	322.299	1	322.299	25.222	.000 ^a
	Residual	255.565	20	12.778		
	Total	577.864	21			

a. Predictors: (Constant), KOMPENSASI (X2)

b. Dependent Variable: KINERJA KARYAWAN (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	3.477	5.381		.646	.526			
	KOMPENSASI (X2)	.889	.177	.747	5.022	.000	.747	.747	.747

a. Dependent Variable: KINERJA KARYAWAN (Y)

Regression X1, X2 – Y

Descriptive Statistics

	Mean	Std. Deviation	N
KINERJA KARYAWAN (Y)	30.2273	5.24569	22
KOMITMEN (X1)	31.3636	2.95273	22
KOMPENSASI (X2)	30.0909	4.40680	22

Correlations

		KINERJA KARYAWAN (Y)	KOMITMEN (X1)	KOMPENSASI (X2)
Pearson Correlation	KINERJA KARYAWAN (Y)	1.000	.735	.747
	KOMITMEN (X1)	.735	1.000	.608
	KOMPENSASI (X2)	.747	.608	1.000
Sig. (1-tailed)	KINERJA KARYAWAN (Y)	.	.000	.000
	KOMITMEN (X1)	.000	.	.001
	KOMPENSASI (X2)	.000	.001	.
N	KINERJA KARYAWAN (Y)	22	22	22
	KOMITMEN (X1)	22	22	22
	KOMPENSASI (X2)	22	22	22

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KOMPENSASI (X2), KOMITMEN (X1)		Enter

a. All requested variables entered.

b. Dependent Variable: KINERJA KARYAWAN (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df 1	df 2	Sig. F Change
1	.826 ^a	.683	.650	3.10485	.683	20.472	2	19	.000

a. Predictors: (Constant), KOMPENSASI (X2), KOMITMEN (X1)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	394.701	2	197.351	20.472	.000 ^a
	Residual	183.162	19	9.640		
	Total	577.864	21			

a. Predictors: (Constant), KOMPENSASI (X2), KOMITMEN (X1)

b. Dependent Variable: KINERJA KARYAWAN (Y)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	-11.655	7.234		-1.611	.124			
	KOMITMEN (X1)	.792	.289	.446	2.741	.013	.735	.532	.354
	KOMPENSASI (X2)	.566	.194	.475	2.921	.009	.747	.557	.377

a. Dependent Variable: KINERJA KARYAWAN (Y)

SURAT KETERANGAN PENELITIAN

No: 20/1805-3/094

Assalamualaikum wr. Wb

Yang bertanda tangan di bawah ini saya,

Nama : Arif Triyono Supriyadi
Jabatan : *Branch Operation Manager*
Unit Kerja : PT Bank Syariah Mandiri Branch Kaliurang

Memberikan keterangan bahwa

Nama : Latifah Nugraheni
NIM : 20130730247
Universitas : *Universitas Muhammadiyah Yogyakarta*
Program studi : *Ekonomi Perbankan Islam*

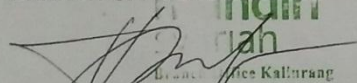
Telah selesai melakukan penelitian selama 5 hari mulai 26 November s.d. 30 November 2018 di Bank Syariah Mandiri Branch Kaliurang.

Demikian surat keterangan ini dibuat dengan sebenar-benarnya dan dapat digunakan sebagaimana mestinya.

Wassalamualaikum Wr. Wb

Yogyakarta, 30 November 2018

**PT BANK SYARIAH MANDIRI
BRANCH OFFICE KALIURANG**



Branch Office Kaliurang

Arif Triyono Supriyadi
Branch Operation Manager