



YAYASAN WIDYA MANDALA SURABAYA  
UNIVERSITAS KATOLIK WIDYA MANDALA SURABAYA  
**FAKULTAS PSIKOLOGI**  
Jl. Dinoyo 42 - 44, Telp. 5678478 (hunting) Ext. 161, Fax. 5610818 Surabaya - 60285

Nomor : 0328 /WM07/T/2010  
Lampiran : - -  
Hal : **Permohonan Ijin**

☞ April 2010

Kepada : Yth. Pimpinan Nirwana Hotel Cottages & Café  
d.a. Jl. Veteran  
Bojonegoro

Dengan hormat kami beritahukan bahwa mahasiswa tersebut di bawah ini :

Nama : Frederic Andrian  
Fakultas : Psikologi  
Nomor pokok : 7103005012

adalah mahasiswa kami yang sedang menyelesaikan tugas skripsi dengan judul "Motivasi kerja ditinjau dari persepsi terhadap kompensasi karyawan Hotel X di Bojonegoro".

Schubungan dengan hal tersebut kami mohon ijin dan bantuan bagi mahasiswa yang bersangkutan agar diperkenankan melakukan penyebaran angket di Nirwana Hotel Cottages & Café.

Atas bantuan dan kerjasama yang baik, kami ucapkan terima kasih.



Y. Yettie Wandansari, M.Si.  
NIK. 711.98.0337

Tembusan :  
Yth. Mahasiswa ybs.



# NIRWANA

Hotel, Cottages & Cafe

Jl. Veteran No. Bojonegoro - Jawa Timur  
Phone : (0353) 893235 Fax. (0353) 893236

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Hal : Pemberitahuan

4 April 2010

Kepada : Fakultas Psikologi

Unika Widya Mandala Surabaya

Dengan ini, kami ingin memberitahukan bahwa mahasiswa dengan nama :

Nama : Frederic Andrian

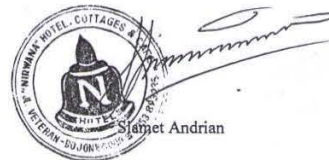
NRP : 7103005012

Judul Skripsi : **MOTIVASI KERJA DITINJAU DARI PRESEPSI TERHADAP  
KOMPENSASI KARYAWAN HOTEL X DI BOJONEGORO**

Telah melakukan penyebaran angket pada tanggal 3 April 2010, kepada karyawan kami berjumlah 30 orang.

Demikian surat keterangan ini di buat dengan sebenarnya dan digunakan sebagai laporan.

Pimpinan perusahaan,



Data Mentah Skala Persepsi Terhadap Kompensasi

Subjek	Aitem																							
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
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### Data Mentah Skala Motivasi Kerja

Subjek	Aitem																																
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**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.801	32

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	101.13	42.120	.486	.792
VAR00002	101.43	43.082	.197	.800
VAR00003	102.33	41.816	.352	.794
VAR00004	101.60	41.628	.334	.795
VAR00005	102.23	48.875	-.424	.837
VAR00006	101.53	41.499	.343	.794
VAR00007	101.47	39.982	.686	.782
VAR00008	101.87	40.671	.527	.787
VAR00009	101.33	41.402	.477	.790
VAR00010	101.27	41.168	.466	.790
VAR00011	101.43	40.047	.677	.782
VAR00012	101.87	42.740	.268	.797
VAR00013	101.33	41.678	.432	.792
VAR00014	101.83	45.385	-.133	.815
VAR00015	101.67	41.402	.378	.793
VAR00016	101.97	44.171	.030	.806
VAR00017	101.53	41.775	.403	.793
VAR00018	101.33	40.437	.638	.784
VAR00019	101.50	41.845	.389	.793
VAR00020	101.87	41.499	.319	.796
VAR00021	102.10	45.403	-.129	.820
VAR00022	101.43	40.323	.632	.784
VAR00023	102.07	41.375	.423	.791
VAR00024	101.60	42.524	.296	.796
VAR00025	101.43	41.702	.411	.792
VAR00026	101.57	41.840	.398	.793
VAR00027	101.87	44.120	.011	.810
VAR00028	102.30	42.010	.388	.793
VAR00029	101.47	43.568	.123	.803
VAR00030	101.87	42.533	.255	.798
VAR00031	101.93	39.720	.532	.785
VAR00032	101.80	41.269	.535	.789

## Scale Statistics

Mean	Variance	Std. Deviation	N of Items
104.97	44.654	6.682	32

Uji Validity dan Reliability Motivasi Kerja

(Putaran 2)

Scale: ALL VARIABLES

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.882	22



## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	69.70	37.459	.498	.877
VAR00003	70.90	36.645	.439	.878
VAR00004	70.17	36.833	.362	.881
VAR00006	70.10	36.852	.351	.882
VAR00007	70.03	35.068	.761	.869
VAR00008	70.43	35.702	.597	.873
VAR00009	69.90	36.921	.462	.878
VAR00010	69.83	37.040	.397	.879
VAR00011	70.00	35.103	.757	.869
VAR00013	69.90	37.334	.390	.879
VAR00015	70.23	36.185	.470	.877
VAR00017	70.10	37.541	.343	.881
VAR00018	69.90	36.369	.559	.875
VAR00019	70.07	37.030	.425	.879
VAR00020	70.43	36.461	.377	.881
VAR00022	70.00	35.724	.648	.872
VAR00023	70.63	36.654	.446	.878
VAR00025	70.00	37.310	.378	.880
VAR00026	70.13	37.637	.332	.881
VAR00028	70.87	37.223	.420	.879
VAR00031	70.50	35.017	.562	.874
VAR00032	70.37	36.447	.584	.875

## Scale Statistics

Mean	Variance	Std. Deviation	N of Items
73.53	39.913	6.318	22

**Uji Validity dan Reliability Persepsi Terhadap Kompensasi  
(Putaran 1)**

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.914	24

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00001	62.60	84.248	-.098	.921
VAR00002	63.53	73.430	.768	.905
VAR00003	62.87	79.292	.531	.911
VAR00004	63.47	88.051	-.516	.925
VAR00005	63.13	78.878	.508	.911
VAR00006	63.20	77.062	.573	.910
VAR00007	63.17	78.006	.504	.911
VAR00008	63.33	76.437	.560	.910
VAR00009	63.47	80.602	.263	.915
VAR00010	63.73	79.582	.326	.914
VAR00011	63.23	73.702	.801	.905
VAR00012	63.67	78.230	.567	.910
VAR00013	63.07	75.237	.743	.907
VAR00014	63.53	76.395	.617	.909
VAR00015	63.43	74.116	.728	.906
VAR00016	63.43	76.323	.646	.908
VAR00017	63.13	80.878	.235	.915
VAR00018	63.73	74.547	.597	.909
VAR00019	63.67	70.644	.765	.905
VAR00020	62.97	79.964	.436	.912
VAR00021	63.43	75.564	.656	.908
VAR00022	63.37	72.861	.864	.904
VAR00023	63.57	71.840	.652	.908
VAR00024	63.57	72.392	.711	.906

## Scale Statistics

Mean	Variance	Std. Deviation	N of Items
66.10	83.541	9.140	24

**Uji Validity dan Reliability Persepsi Terhadap Kompensasi  
(Putaran 2)**

**Scale: ALL VARIABLES**

**Case Processing Summary**

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.937	20

## Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VAR00002	51.80	73.338	.771	.931
VAR00003	51.13	79.292	.523	.936
VAR00005	51.40	78.800	.510	.936
VAR00006	51.47	76.533	.619	.934
VAR00007	51.43	77.978	.501	.936
VAR00008	51.60	75.972	.596	.934
VAR00010	52.00	79.241	.353	.938
VAR00011	51.50	73.224	.840	.930
VAR00012	51.93	78.271	.556	.935
VAR00013	51.33	75.402	.721	.932
VAR00014	51.80	76.097	.640	.934
VAR00015	51.70	74.355	.703	.932
VAR00016	51.70	76.079	.665	.933
VAR00018	52.00	74.552	.593	.935
VAR00019	51.93	70.478	.772	.931
VAR00020	51.23	80.116	.409	.937
VAR00021	51.70	75.597	.648	.933
VAR00022	51.63	72.861	.859	.929
VAR00023	51.83	71.592	.664	.934
VAR00024	51.83	72.075	.730	.932

## Scale Statistics

Mean	Variance	Std. Deviation	N of Items
54.37	83.482	9.137	20

## Data Motivasi kerja

subjek	Aitem																						RS
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16	4	2	3	3	4	3	4	3	4	4	4	3	3	4	3	3	3	4	3	3	4	3	74
17	3	2	3	4	3	3	3	4	3	4	4	3	3	4	3	3	3	3	3	3	3	3	70
18	4	2	3	3	3	3	4	4	4	3	3	4	4	4	3	4	4	3	3	3	3	3	74
19	4	3	4	4	4	3	4	4	4	4	3	4	3	3	4	4	3	3	4	3	3	3	78
20	4	3	3	4	3	3	4	4	4	3	3	4	4	3	2	4	3	3	3	3	3	3	73
21	4	3	4	4	4	4	4	3	4	4	4	3	4	4	4	4	4	4	4	3	3	4	83
22	4	2	4	4	4	3	4	4	4	4	2	4	4	4	4	4	3	4	3	3	3	3	78
23	4	3	3	4	4	3	3	4	4	3	4	3	4	4	4	4	3	3	3	3	3	3	76
24	4	2	3	2	3	3	4	2	3	4	3	3	3	3	3	3	2	3	3	2	2	2	62
25	4	3	3	3	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	3	4	4	83
26	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	3	2	3	4	81
27	4	3	4	4	4	3	4	4	4	4	3	4	4	3	4	4	3	4	4	2	3	3	79
28	4	2	2	3	3	2	3	4	3	4	2	3	4	3	2	3	3	4	4	2	3	3	66
29	4	2	3	3	3	3	4	4	3	4	3	3	3	4	3	3	3	4	3	2	4	3	71
30	4	2	3	3	3	3	4	4	3	4	3	4	4	3	3	4	3	4	4	3	3	3	74

## Data Mentah Persepsi Terhadap Kompensasi

Subjek	Aitem																				RS
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	2	3	3	2	3	2	2	2	2	2	2	2	2	1	1	3	2	2	1	1	40
2	2	3	3	3	3	3	2	3	2	3	3	3	3	2	3	3	2	2	3	3	54
3	3	4	3	4	3	3	3	4	3	4	3	2	3	2	4	4	2	4	4	3	65
4	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	61
5	3	3	3	3	3	3	3	3	2	3	2	3	3	2	3	3	4	3	3	3	58
6	3	3	3	3	3	3	3	3	3	3	2	2	2	3	2	3	3	3	3	3	56
7	2	3	2	2	2	2	2	2	3	2	2	2	2	2	2	3	2	2	2	2	43
8	3	3	3	3	4	3	3	3	2	3	3	3	4	2	3	3	4	4	1	3	60
9	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	3	3	59
10	3	4	3	3	4	1	2	3	3	4	3	4	3	3	4	4	3	3	3	3	63
11	3	3	3	4	4	3	2	3	2	3	3	4	2	3	4	3	2	3	4	3	61
12	3	3	3	3	3	3	3	2	3	3	3	3	3	3	3	2	3	3	3	3	58
13	1	3	3	2	3	2	2	2	2	2	2	2	1	1	3	2	2	1	1	1	39
14	3	3	3	4	3	3	2	3	2	3	4	3	3	3	3	3	3	3	3	3	60
15	1	3	3	2	3	2	2	2	2	2	2	2	2	1	1	3	2	2	1	1	39
16	2	4	3	3	3	3	2	3	3	4	2	4	3	3	4	4	3	3	3	3	62
17	3	3	2	3	2	3	2	2	3	2	2	2	2	2	3	2	2	2	2	2	46
18	2	3	2	3	2	2	2	2	3	2	2	2	2	2	2	3	2	2	3	2	45
19	3	3	3	4	3	3	1	3	2	2	2	2	2	4	1	3	2	2	1	1	47
20	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	58
21	3	4	4	3	3	4	1	4	3	4	3	3	3	2	3	4	4	4	4	4	67
22	2	4	3	3	2	3	3	4	2	4	2	2	4	2	2	3	3	2	2	2	54
23	3	4	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	4	3	3	63
24	2	3	3	2	2	2	2	3	3	2	2	2	2	2	3	2	2	3	3	3	47
25	4	4	4	3	4	4	3	4	3	4	3	4	3	4	3	4	3	4	3	2	70
26	3	3	4	3	3	3	2	3	3	3	2	2	3	2	2	3	3	3	3	4	57
27	1	3	3	2	3	2	2	2	2	2	2	2	1	1	3	2	2	1	1	1	39
28	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3	58
29	3	3	3	3	3	4	3	3	2	3	3	3	3	3	3	3	3	3	2	3	59
30	2	3	2	2	2	2	2	2	3	2	2	2	2	2	3	2	2	2	2	2	43

**Normalitas****Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Motivasi_kerja	30	100.0%	0	.0%	30	100.0%
Persepsi_terhadap_kompensasi	30	100.0%	0	.0%	30	100.0%



## Descriptives

		Statistic	Std. Error	
Motivasi_kerja	Mean	73.53	1.153	
	95% Confidence Interval for Mean	Lower Bound	71.17	
		Upper Bound	75.89	
	5% Trimmed Mean	73.63		
	Median	73.00		
	Variance	39.913		
	Std. Deviation	6.318		
	Minimum	62		
	Maximum	83		
	Range	21		
	Interquartile Range	12		
	Skewness	-.096	.427	
	Kurtosis	-1.001	.833	
	Persepsi_terhadap_kompensasi	Mean	54.37	1.668
95% Confidence Interval for Mean		Lower Bound	50.95	
		Upper Bound	57.78	
5% Trimmed Mean		54.41		
Median		58.00		
Variance		83.482		
Std. Deviation		9.137		
Minimum		39		
Maximum		70		
Range		31		
Interquartile Range		15		
Skewness		-.430	.427	
Kurtosis		-1.013	.833	

## Tests of Normality

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Motivasi_kerja	.115	30	.200 <sup>*</sup>	.949	30	.159
Persepsi_terhadap_kompensasi	.188	30	.008	.915	30	.020

<sup>\*</sup>. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

## Linieritas

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Motivasi_kerja * Persepsi_terhadap_ kompensasi	30	100.0%	0	.0%	30	100.0%

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
Motivasi_kerja *	Between	(Combined)	639.800	17	37.635	.872	.612
Persepsi_terhadap_ kompensasi	Groups	Linearity	288.777	1	288.777	6.694	.024
		Deviation from Linea	351.023	16	21.939	.509	.897
	Within Groups		517.667	12	43.139		
	Total		1157.467	29			

**Measures of Association**

	R	R Squared	Eta	Eta Squared
Motivasi_kerja * Persepsi_terhadap_ kompensasi	.499	.249	.743	.553

## Uji Korelasi

### Nonparametric Correlations

Correlations

			Motivasi_ Kerja	Persepsi_ Terhadap_ Kompensasi
Kendall's tau_b	Motivasi_Kerja	Correlation Coefficient	1.000	.404**
		Sig. (1-tailed)	.	.001
		N	30	30
	Persepsi_Terhadap_ Kompensasi	Correlation Coefficient	.404**	1.000
		Sig. (1-tailed)	.001	.
		N	30	30

\*\* Correlation is significant at the 0.01 level (1-tailed).

## Crosstabs

Persepsi terhadap kompensasi \* Motivasi kerja Crosstabulation

			Motivasi kerja		Total
			Sangat Tinggi	Tinggi	
Persepsi terhadap kompensasi	Sangat Positif	Count	1	0	1
		% of Total	3.3%	.0%	3.3%
	Positif	Count	7	9	16
		% of Total	23.3%	30.0%	53.3%
	Sedang	Count	2	5	7
		% of Total	6.7%	16.7%	23.3%
	Negatif	Count	1	5	6
		% of Total	3.3%	16.7%	20.0%
Total	Count	11	19	30	
	% of Total	36.7%	63.3%	100.0%	