

Item6	Pearson Correlation	.306*	.258*	.184	.528**	.229	1	.130	.268*	.293*	.517**	.628**
	Sig. (2-tailed)	.016	.045	.156	.000	.075		.319	.037	.022	.000	.000
	N	61	61	61	61	61	61	61	61	61	61	61
Item7	Pearson Correlation	.308*	.125	.445**	.063	.259*	.130	1	.233	.464**	.239	.562**
	Sig. (2-tailed)	.016	.336	.000	.631	.043	.319		.071	.000	.064	.000
	N	61	61	61	61	61	61	61	61	61	61	61
Item8	Pearson Correlation	.294*	.261*	.371**	.216	.318*	.268*	.233	1	.287*	.300*	.593**
	Sig. (2-tailed)	.022	.042	.003	.095	.012	.037	.071		.025	.019	.000
	N	61	61	61	61	61	61	61	61	61	61	61
Item9	Pearson Correlation	.511**	.317*	.350**	.168	.458**	.293*	.464**	.287*	1	.476**	.722**
	Sig. (2-tailed)	.000	.013	.006	.196	.000	.022	.000	.025		.000	.000
	N	61	61	61	61	61	61	61	61	61	61	61
Item10	Pearson Correlation	.611**	.206	.138	.335**	.210	.517**	.239	.300*	.476**	1	.674**
	Sig. (2-tailed)	.000	.112	.288	.008	.104	.000	.064	.019	.000		.000
	N	61	61	61	61	61	61	61	61	61	61	61
Skortotal	Pearson Correlation	.698**	.492**	.564**	.442**	.591**	.628**	.562**	.593**	.722**	.674**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	61	61	61	61	61	61	61	61	61	61	61

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

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

Promosi Jabatan (X₂)

Correlations

		Item1	Item2	Item3	Item4	Item5	Item6	Item7	Item8
Item1	Pearson Correlation	1	.254 [*]	.183	.376 ^{**}	.069	.305 [*]	.183	.000
	Sig. (2-tailed)		.048	.159	.003	.600	.017	.158	1.000
	N	61	61	61	61	61	61	61	61
Item2	Pearson Correlation	.254 [*]	1	.170	.537 ^{**}	.322 [*]	.299 [*]	.417 ^{**}	.251
	Sig. (2-tailed)	.048		.191	.000	.011	.019	.001	.051
	N	61	61	61	61	61	61	61	61
Item3	Pearson Correlation	.183	.170	1	.094	.251	.104	.386 ^{**}	.020
	Sig. (2-tailed)	.159	.191		.471	.051	.427	.002	.875
	N	61	61	61	61	61	61	61	61
Item4	Pearson Correlation	.376 ^{**}	.537 ^{**}	.094	1	.118	.331 ^{**}	.513 ^{**}	.259 [*]
	Sig. (2-tailed)	.003	.000	.471		.364	.009	.000	.044
	N	61	61	61	61	61	61	61	61
Item5	Pearson Correlation	.069	.322 [*]	.251	.118	1	.145	.396 ^{**}	.017
	Sig. (2-tailed)	.600	.011	.051	.364		.265	.002	.897
	N	61	61	61	61	61	61	61	61
Item6	Pearson Correlation	.305 [*]	.299 [*]	.104	.331 ^{**}	.145	1	.295 [*]	.297 [*]
	Sig. (2-tailed)	.017	.019	.427	.009	.265		.021	.020

	N	61	61	61	61	61	61	61	61
Item7	Pearson Correlation	.183	.417**	.386**	.513**	.396**	.295*	1	.225
	Sig. (2-tailed)	.158	.001	.002	.000	.002	.021		.081
	N	61	61	61	61	61	61	61	61
Item8	Pearson Correlation	.000	.251	.020	.259*	.017	.297*	.225	1
	Sig. (2-tailed)	1.000	.051	.875	.044	.897	.020	.081	
	N	61	61	61	61	61	61	61	61
item9	Pearson Correlation	.187	.469**	.151	.221	.218	.385**	.211	.424**
	Sig. (2-tailed)	.148	.000	.245	.087	.091	.002	.102	.001
	N	61	61	61	61	61	61	61	61
Item10	Pearson Correlation	.268*	.375**	.051	.235	-.001	.323*	.117	.484**
	Sig. (2-tailed)	.037	.003	.694	.068	.994	.011	.368	.000
	N	61	61	61	61	61	61	61	61
Item11	Pearson Correlation	.247	.267*	.285*	.410**	.143	.374**	.243	.300*
	Sig. (2-tailed)	.055	.038	.026	.001	.272	.003	.059	.019
	N	61	61	61	61	61	61	61	61
Item12	Pearson Correlation	.432**	.388**	.387**	.214	.152	.342**	.391**	.385**
	Sig. (2-tailed)	.001	.002	.002	.098	.241	.007	.002	.002
	N	61	61	61	61	61	61	61	61
Item13	Pearson Correlation	.117	.314*	.123	.178	.220	.223	.344**	.307*
	Sig. (2-tailed)	.368	.014	.344	.170	.089	.083	.007	.016

	N	61	61	61	61	61	61	61	61
Item14	Pearson Correlation	.215	.417**	-.035	.419**	.204	.339**	.464**	.413**
	Sig. (2-tailed)	.096	.001	.790	.001	.115	.007	.000	.001
	N	61	61	61	61	61	61	61	61
Item15	Pearson Correlation	.222	.352**	.232	.382**	.179	.374**	.365**	.204
	Sig. (2-tailed)	.086	.005	.073	.002	.168	.003	.004	.115
	N	61	61	61	61	61	61	61	61
Item16	Pearson Correlation	.146	.235	.206	.354**	.279*	.326*	.266*	.368**
	Sig. (2-tailed)	.260	.068	.112	.005	.030	.010	.038	.004
	N	61	61	61	61	61	61	61	61
Item17	Pearson Correlation	.162	.366**	-.013	.239	.249	.343**	.255*	.146
	Sig. (2-tailed)	.212	.004	.923	.064	.053	.007	.047	.261
	N	61	61	61	61	61	61	61	61
Item18	Pearson Correlation	.308*	.215	.355**	.424**	.035	.395**	.303*	.341**
	Sig. (2-tailed)	.016	.096	.005	.001	.787	.002	.018	.007
	N	61	61	61	61	61	61	61	61
Item19	Pearson Correlation	.153	.120	.228	.208	.189	.124	.212	.160
	Sig. (2-tailed)	.238	.357	.077	.108	.145	.340	.101	.219
	N	61	61	61	61	61	61	61	61
Item20	Pearson Correlation	.185	.432**	.208	.579**	.258*	.427**	.361**	.284*
	Sig. (2-tailed)	.153	.001	.107	.000	.045	.001	.004	.027

	N	61	61	61	61	61	61	61	61
Skortotal	Pearson Correlation	.427**	.627**	.362**	.616**	.375**	.594**	.590**	.526**
	Sig. (2-tailed)	.001	.000	.004	.000	.003	.000	.000	.000
	N	61	61	61	61	61	61	61	61

item9	Item10	Item11	Item12	Item13	Item14	Item15	Item16	Item17	Item18	Item19	Item20	Skortotal
.187	.268*	.247	.432**	.117	.215	.222	.146	.162	.308*	.153	.185	.427**
.148	.037	.055	.001	.368	.096	.086	.260	.212	.016	.238	.153	.001
61	61	61	61	61	61	61	61	61	61	61	61	61
.469**	.375**	.267*	.388**	.314*	.417**	.352**	.235	.366**	.215	.120	.432**	.627**
.000	.003	.038	.002	.014	.001	.005	.068	.004	.096	.357	.001	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.151	.051	.285*	.387**	.123	-.035	.232	.206	-.013	.355**	.228	.208	.362**
.245	.694	.026	.002	.344	.790	.073	.112	.923	.005	.077	.107	.004
61	61	61	61	61	61	61	61	61	61	61	61	61
.221	.235	.410**	.214	.178	.419**	.382**	.354**	.239	.424**	.208	.579**	.616**
.087	.068	.001	.098	.170	.001	.002	.005	.064	.001	.108	.000	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.218	-.001	.143	.152	.220	.204	.179	.279*	.249	.035	.189	.258*	.375**

.091	.994	.272	.241	.089	.115	.168	.030	.053	.787	.145	.045	.003
61	61	61	61	61	61	61	61	61	61	61	61	61
.385**	.323*	.374**	.342**	.223	.339**	.374**	.326*	.343**	.395**	.124	.427**	.594**
.002	.011	.003	.007	.083	.007	.003	.010	.007	.002	.340	.001	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.211	.117	.243	.391**	.344**	.464**	.365**	.266*	.255*	.303*	.212	.361**	.590**
.102	.368	.059	.002	.007	.000	.004	.038	.047	.018	.101	.004	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.424**	.484**	.300*	.385**	.307*	.413**	.204	.368**	.146	.341**	.160	.284*	.526**
.001	.000	.019	.002	.016	.001	.115	.004	.261	.007	.219	.027	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
1	.365**	.418**	.462**	.412**	.348**	.514**	.394**	.266*	.335**	.213	.434**	.663**
	.004	.001	.000	.001	.006	.000	.002	.038	.008	.100	.000	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.365**	1	.205	.271*	.347**	.276*	.348**	.415**	.112	.475**	.296*	.241	.550**
.004		.114	.035	.006	.032	.006	.001	.390	.000	.020	.061	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.418**	.205	1	.242	.280*	.207	.386**	.373**	.186	.374**	.333**	.406**	.584**
.001	.114		.060	.029	.109	.002	.003	.152	.003	.009	.001	.000
61	61	61	61	61	61	61	61	61	61	61	61	61
.462**	.271*	.242	1	.257*	.321*	.241	.117	.071	.273*	-.031	.132	.519**
.000	.035	.060		.045	.012	.062	.370	.587	.033	.814	.312	.000

61	61	61	61	61	61	61	61	61	61	61	61	61	61
.412**	.347**	.280*	.257*	1	.258*	.448**	.413**	.529**	.370**	.098	.440**	.594**	
.001	.006	.029	.045		.044	.000	.001	.000	.003	.454	.000	.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.348**	.276*	.207	.321*	.258*	1	.283*	.502**	.475**	.407**	.071	.360**	.610**	
.006	.032	.109	.012	.044		.027	.000	.000	.001	.585	.004	.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.514**	.348**	.386**	.241	.448**	.283*	1	.474**	.406**	.506**	.383**	.638**	.705**	
.000	.006	.002	.062	.000	.027		.000	.001	.000	.002	.000	.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.394**	.415**	.373**	.117	.413**	.502**	.474**	1	.353**	.593**	.308*	.584**	.682**	
.002	.001	.003	.370	.001	.000	.000		.005	.000	.016	.000	.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.266*	.112	.186	.071	.529**	.475**	.406**	.353**	1	.256*	.020	.477**	.529**	
.038	.390	.152	.587	.000	.000	.001	.005		.046	.876	.000	.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.335**	.475**	.374**	.273*	.370**	.407**	.506**	.593**	.256*	1	.259*	.665**	.694**	
.008	.000	.003	.033	.003	.001	.000	.000	.046		.044	.000	.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.213	.296*	.333**	-.031	.098	.071	.383**	.308*	.020	.259*	1	.319*	.406**	
.100	.020	.009	.814	.454	.585	.002	.016	.876	.044		.012	.001	

61	61	61	61	61	61	61	61	61	61	61	61	61	61
.434**	.241	.406**	.132	.440**	.360**	.638**	.584**	.477**	.665**	.319*	1	.749**	
.000	.061	.001	.312	.000	.004	.000	.000	.000	.000	.012		.000	
61	61	61	61	61	61	61	61	61	61	61	61	61	61
.663**	.550**	.584**	.519**	.594**	.610**	.705**	.682**	.529**	.694**	.406**	.749**	1	
.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000		
61	61	61	61	61	61	61	61	61	61	61	61	61	61

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

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

Kompensasi (X₃)

Correlations

		Item1	Item2	Item3	Item4	Skortotal
Item1	Pearson Correlation	1	.083	.283*	.305*	.663**
	Sig. (2-tailed)		.527	.027	.017	.000
	N	61	61	61	61	61
Item2	Pearson Correlation	.083	1	.167	.088	.452**
	Sig. (2-tailed)	.527		.199	.499	.000
	N	61	61	61	61	61
Item3	Pearson Correlation	.283*	.167	1	.292*	.721**

	Sig. (2-tailed)	.041	.074		.061	.772	.398	.459	.035	.124	.786	.011	.940	.728	.006
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item4	Pearson Correlation	.325*	.203	.241	1	.181	.292*	.145	.178	.352**	.214	.129	.217	.088	.474**
	Sig. (2-tailed)	.011	.117	.061		.164	.023	.266	.169	.005	.098	.323	.093	.502	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item5	Pearson Correlation	.152	.301*	.038	.181	1	.409**	.320*	.442**	.340**	.066	.255*	.062	.299*	.551**
	Sig. (2-tailed)	.242	.018	.772	.164		.001	.012	.000	.007	.615	.047	.637	.019	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item6	Pearson Correlation	.324*	.274*	.110	.292*	.409**	1	.349**	.475**	.479**	.343**	.290*	.343**	.158	.678**
	Sig. (2-tailed)	.011	.033	.398	.023	.001		.006	.000	.000	.007	.023	.007	.224	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item7	Pearson Correlation	.423**	.097	.097	.145	.320*	.349**	1	.149	.423**	.356**	.609**	.384**	.104	.621**
	Sig. (2-tailed)	.001	.458	.459	.266	.012	.006		.252	.001	.005	.000	.002	.425	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item8	Pearson Correlation	.205	.380**	.271*	.178	.442**	.475**	.149	1	.321*	-.009	.298*	.129	.224	.562**
	Sig. (2-tailed)	.114	.003	.035	.169	.000	.000	.252		.012	.944	.020	.323	.082	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item9	Pearson Correlation	.485**	.246	.199	.352**	.340**	.479**	.423**	.321*	1	.442**	.262*	.290*	.083	.685**
	Sig. (2-tailed)	.000	.057	.124	.005	.007	.000	.001	.012		.000	.041	.023	.522	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item10	Pearson Correlation	.278*	.322*	-.035	.214	.066	.343**	.356**	-.009	.442**	1	.212	.549**	.188	.548**

	Sig. (2-tailed)	.030	.011	.786	.098	.615	.007	.005	.944	.000		.101	.000	.148	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item11	Pearson Correlation	.292*	.362**	.324*	.129	.255*	.290*	.609**	.298*	.262*	.212	1	.215	.283*	.617**
	Sig. (2-tailed)	.022	.004	.011	.323	.047	.023	.000	.020	.041	.101		.096	.027	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item12	Pearson Correlation	.507**	.140	.010	.217	.062	.343**	.384**	.129	.290*	.549**	.215	1	.354**	.583**
	Sig. (2-tailed)	.000	.282	.940	.093	.637	.007	.002	.323	.023	.000	.096		.005	.000
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Item13	Pearson Correlation	-.015	.234	-.045	.088	.299*	.158	.104	.224	.083	.188	.283*	.354**	1	.417**
	Sig. (2-tailed)	.906	.070	.728	.502	.019	.224	.425	.082	.522	.148	.027	.005		.001
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61
Skortotal	Pearson Correlation	.613**	.549**	.347**	.474**	.551**	.678**	.621**	.562**	.685**	.548**	.617**	.583**	.417**	1
	Sig. (2-tailed)	.000	.000	.006	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	
	N	61	61	61	61	61	61	61	61	61	61	61	61	61	61

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

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