

LAMPIRAN



LAMPIRAN

1. Kuisioner Penelitian

Kepada Yth :

Bapak / Ibu / Saudara

Ditempat

Nama saya Muhamad Fatoni dari Universitas Wahid Hasyim Semarang. Bersama ini saya mengajukan permohonan kepada Bapak / Ibu / Saudara untuk bersedia meluangkan waktu dan mengisi daftar pertanyaan berikut secara sukarela, jujur, dan benar. Adapun tujuan dari pengisian daftar pernyataan ini adalah untuk mengetahui sejauh mana **“PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PT. HOLI KARYA SAKTI SEMARANG”**. Data dari penelitian ini tidak akan di publikasikan namun hanya untuk kepentingan ilmiah dalam rangka menyusun skripsi.

Besar harapan saya dan kiranya Bapak/Ibu/Saudara berkenan mengisi semua pertanyaan dalam bentuk kuesioner ini. Atas perhatian dan kesediaan Bapak/ Ibu/ Saudara, saya ucapkan terima kasih.

Hormat Saya,



(Muhamad Fatoni)

KUISIONER

I. PERNYATAAN MENGENAI DATA PRIBADI RESPONDEN

1. Identitas Responden

2. Nama :

3. Jenis Kelamin : ☐ Pria ☐ Wanita

4. Umur : Tahun

5. Pendidikan Terakhir : ☐ SD ☐ SLTP ☐ SLTA ☐ D3 ☐ S1

6. Jabatan :

7. Masa Bekerja : Tahun.



KUESIONER PENELITIAN

II. TANGGAPAN PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN

Petunjuk Pengisian :

Berilah tanda Checklist ($\checkmark$) pada masing-masing kotak yang sudah tersedia sesuai dengan jawaban anda.

Ada lima (5) alternatif jawaban, yaitu:

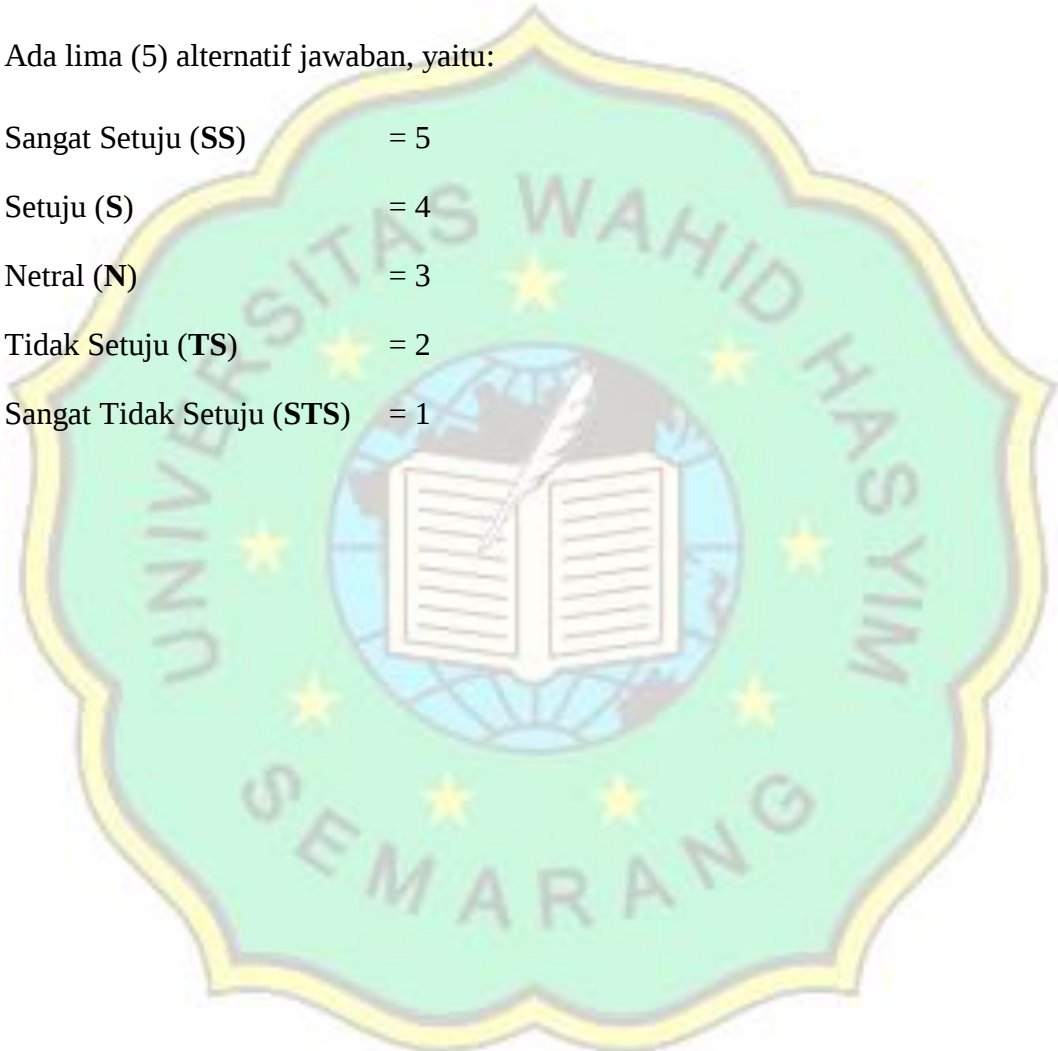
Sangat Setuju (SS) = 5

Setuju (S) = 4

Netral (N) = 3

Tidak Setuju (TS) = 2

Sangat Tidak Setuju (STS) = 1



DAFTAR PERNYATAAN

Variabel Kompensasi (X1)

No	Pernyataan	SS	S	N	TS	STS
1	Gaji - Saya memperoleh gaji sesuai yang diharapkan - Gaji yang saya terima sesuai dengan jenjang pendidikan					
2	Bonus - Bonus yang diberikan perusahaan sebanding dengan waktu kerja lembur - Perusahaan memberikan bonus kepada saya apabila hasil pekerjaan saya mencapai atau melebihi target yang telah ditetapkan dari perusahaan					
3	Fasilitas Kantor - Sarana pendukung dan peralatan bekerja yang memadai - Fasilitas kantor hanya digunakan untuk kegiatan kantor atau kegiatan bekerja					
4	Penghargaan - Perusahaan akan memberi penghargaan kepada pegawai yang berprestasi tinggi - Semakin baik kerja saya, maka semakin banyak pula penghargaan yang saya dapatkan					

Variabel Lingkungan Kerja (X2)

No	Pernyataan	SS	S	N	TS	STS
1	Fasilitas Kerja - Fasilitas perusahaan terpelihara dengan baik sehingga memberikan kenyamanan dalam menggunakannya. - Tersedianya fasilitas pendukung seperti toilet dan tempat beribadah yang memadai					
2	Kebisingan - Saya merasa tempat kerja tidak bising - Suasana bising dapat mengganggu kenyamanan dalam bekerja					
3	Komunikasi - Saya dapat berkomunikasi dengan rekan kerja secara baik dalam menyelesaikan pekerjaan - Saya selalu berkomunikasi dengan atasan untuk membicarakan hal-hal yang berkaitan dengan pekerjaan					
4	Keamanan Kerja - Saya merasa aman saat bekerja - Kondisi kerja di perusahaan ini membuat saya merasa nyaman					
5	Hubungan Sesama Rekan Kerja - Saya berpartisipasi dalam kegiatan kelompok untuk menyelesaikan pekerjaan - Saya bersikap ramah dengan seluruh rekan kerja dalam lingkungan kerja					

Variabel Kepuasan Kerja (Y)

No	Pernyataan	SS	S	N	TS	STS
1	Menyenangi Pekerjaannya - Pekerjaan saya menarik dan menyenangkan bagi saya - Saya merasa puas dan menyenangkan pekerjaan saya disini					
2	Mencintai Pekerjaannya - Saya memberikan yang terbaik untuk perusahaan dalam bekerja - Saya selalu ingin ada di perusahaan ini					
3	Moral Kerja - Saya semangat bekerja agar hasil kerja bisa menjadi lebih baik dan maksimal - Semangat kerja yang saya miliki saat bekerja memberikan kepuasan tersendiri					
4	kedisiplinan - Tatatertib yang ada di perusahaan mendukung kinerja karyawan - Aturan yang dilakukan diperusahaan berlaku bagi karyawan					
5	Prestasi Kerja - Ketelitian dengan rasa tanggung jawab dalam mengerjakan tugas dapat meningkatkan prestasi kerja saya - Tugas yang di berikan kepada saya merasa menjadi tanggung jawab saya untuk melaksanakannya					

No	Pernyataan	SS	S	N	TS	STS
6	Tingkat Absensi - Saya puas dengan tingkat absensi kehadiran saya - Saya merasa puas dalam bekerja sehingga absensi saya baik					
7	Masa kerja - Semakin lama saya bekerja semakin puas - Semakin lama bekerja tingkat penghargaan semakin tinggi					
8	Jenjang Karir - Saya puas dengan jenjang pekerjaan saya yang semakin baik - Kemampuan kerja saya berpengaruh dengan jenjang pekerjaan dan tingkat kepuasan					
9	Kepuasan Terhadap Tingkat Gaji - Gaji yang saya terima berkesempatan untuk menabung - Gaji yang saya terima sudah dapat memenuhi kebutuhan saya					
10	Pekerjaan itu sendiri - Pekerjaan yang diberikan kepada saya sangat menarik - Pekerjaan yang saya jalani ini memberikan kesempatan untuk belajar dan bertanggung jawab					

- Terima Kasih Atas Kerjasama Anda -

LAMPIRAN EXCEL

KOMPENSASI									LINGKUNGAN KERJA											KEPUASAN KERJA																						
NO	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Total_X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total_X2	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	Total_Y	
1	4	5	5	4	5	3	4	3	33	4	2	2	2	3	2	5	4	5	4	33	3	4	4	4	4	5	5	4	5	5	5	4	3	3	5	4	4	4	5	4	84	
2	4	4	3	4	4	4	3	4	30	5	3	3	3	4	3	4	5	4	5	39	2	3	3	5	5	4	4	5	4	4	4	5	2	4	4	3	5	5	4	5	80	
3	3	4	3	3	4	4	3	4	1	25	3	4	4	4	5	4	5	5	3	40	3	4	3	4	4	4	4	3	5	5	4	5	2	2	5	4	4	4	4	4	78	
4	3	3	4	4	4	4	4	3	29	4	5	5	3	4	4	5	4	4	3	41	3	3	4	4	4	5	4	4	5	5	5	5	2	3	4	3	5	3	5	3	79	
5	4	4	2	5	3	5	5	4	32	4	2	3	4	5	5	5	3	4	2	37	4	2	4	5	3	4	5	4	4	4	4	4	3	4	4	4	4	3	3	4	76	
6	5	3	2	4	4	3	3	5	29	5	3	4	5	5	4	5	3	3	4	41	2	2	4	5	4	5	5	5	4	4	4	4	3	5	3	4	3	4	4	2	76	
7	3	4	3	4	4	4	3	4	29	4	4	5	5	5	5	4	4	4	4	43	2	4	2	4	5	4	4	5	4	4	4	3	3	4	4	4	4	4	4	3	75	
8	3	3	2	4	4	2	2	2	22	3	3	3	2	2	3	3	3	3	3	28	3	3	2	3	3	3	4	3	3	4	4	3	3	3	3	2	2	2	3	3	59	
9	4	4	2	4	3	3	3	2	25	3	2	2	3	3	2	3	3	2	2	25	5	2	3	3	4	3	3	4	3	3	3	4	3	3	3	3	4	3	3	3	65	
10	3	5	3	4	3	3	3	4	28	3	2	2	5	4	3	4	2	4	2	31	3	3	4	4	3	3	4	4	5	4	4	2	5	3	3	4	5	4	3	74		
11	3	4	2	3	3	3	4	3	25	5	3	5	4	3	3	3	3	3	3	35	4	4	3	5	3	4	4	4	5	4	5	4	2	5	3	3	4	4	4	4	78	
12	4	4	3	4	4	4	4	3	30	5	4	4	5	4	4	4	4	4	5	43	3	3	4	5	5	3	3	5	5	5	4	4	5	4	4	4	3	5	4	4	82	
13	5	5	5	5	4	4	4	4	36	3	3	2	2	3	3	2	2	3	4	27	4	2	3	3	4	2	4	4	5	5	4	3	4	5	3	4	5	5	3	5	4	76
14	3	3	3	4	4	3	3	4	5	28	5	4	4	3	2	4	4	3	4	3	36	3	2	3	4	3	2	5	2	4	4	4	3	4	5	4	4	3	5	4	73	
15	4	4	3	4	4	4	4	3	30	4	4	4	3	3	4	4	3	3	3	35	5	3	3	3	4	4	3	5	5	5	5	4	4	4	4	4	4	4	4	4	81	
16	4	4	2	3	2	3	4	4	26	4	4	4	3	4	3	2	2	2	4	32	4	4	5	4	4	4	3	5	5	5	4	3	3	4	4	3	5	3	4	3	79	
17	5	5	4	3	4	4	4	3	32	2	5	3	4	3	3	4	3	4	3	34	4	4	2	3	3	3	4	5	4	4	5	3	4	3	5	4	5	4	5	4	78	
18	3	3	3	4	3	2	1	2	21	2	2	2	2	3	2	2	2	2	2	21	2	2	3	3	4	2	4	3	3	3	3	3	3	3	1	3	3	3	3	57		
19	4	4	4	4	4	4	4	2	30	5	4	4	5	5	4	4	4	5	5	45	5	3	4	5	5	4	4	4	5	4	3	4	3	4	5	3	5	5	5	4	84	
20	5	5	3	4	4	4	4	4	33	5	4	4	5	4	4	4	3	4	4	41	5	5	4	4	3	5	5	4	4	5	3	4	5	5	5	4	4	4	4	4	86	
21	5	5	4	4	3	4	4	3	32	2	5	3	4	3	3	4	3	4	3	34	4	4	2	3	3	3	4	5	4	4	5	3	4	3	5	4	5	4	5	4	78	
22	3	3	3	3	3	2	1	2	20	2	2	2	2	3	2	2	2	2	2	21	2	2	3	3	4	2	4	3	3	3	3	3	3	3	1	3	3	3	3	3	57	
23	4	5	4	4	4	4	4	4	33	5	4	4	5	5	4	4	4	5	5	45	5	3	4	5	5	4	4	4	5	4	3	4	3	4	5	3	5	5	5	5	4	84
24	4	4	3	4	3	1	3	3	25	3	4	4	2	3	4	3	2	3	3	31	3	3	3	2	2	4	5	1	4	4	2	4	5	4	4	5	4	5	4	3	72	
25	4	3	2	3	3	2	2	4	23	3	2	2	2	3	3	2	2	2	2	23	3	2	3	3	3	2	2	3	3	3	2	2	3	3	3	2	3	3	3	2	53	
26	3	4	3	4	3	4	3	4	28	3	3	3	5	3	2	5	3	3	4	34	5	4	3	3	4	3	4	5	4	4	3	5	4	5	5	5	4	3	4	4	81	
27	4	4	3	4	4	2	2	3	26	3	2	2	3	3	2	2	3	3	2	25	3	2	2	3	3	2	2	3	3	3	4	4	4	3	4	4	3	3	3	61		
28	4	4	3	3	2	3	4	3	26	4	4	5	5	3	4	3	3	3	4	38	4	4	3	4	4	5	4	5	5	4	3	4	3	5	4	4	5	4	4	3	81	
29	4	3	4	4	2	3	3	3	26	3	2	3	3	3	4	4	3	3	3	31	3	3	3	4	4	3	4	4	4	3	3	4	3	3	3	3	4	2	3	3	66	
30	3	4	4	4	3	4	4	3	29	4	5	5	5	1	4	5	4	2	3	38	4	4	4	3	3	4	4	5	3	4	4	4	4	4	5	4	4	5	5	4	81	
31	3	2	2	3	3	3	3	4	23	3	3	4	3	3	4	3	3	3	3	32	4	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	3	2	3	3	58	
32	5	5	5	4	3	3	4	4	33	4	4	5	3	2	4	3	3	4	4	36	4	2	3	4	3	5	4	4	4	3	5	5	3	3	4	5	5	4	4	4	79	
33	5	5	5	4	4	4	5	4	36	4	2	5	4	3	1	3	3	2	3	30	5	4	4	4	5	4	4	3	5	3	5	5	4	4	4	3	4	4	4	5	83	
34	3	4	4	5	3	3	4	5	31	3	3	4	3	3	4	2	3	3	3	31	3	3	3	4	3	5	4	5	4	4	5	3	5	3	5	3	4	4	4	5	79	
35	5	3	4	3	4	3	5	4	31	4	4	4	5	3	2	2	5	4	4	37	4	4	5	3	4	5	5	4	3	4	4	3	3	4	5	5	5	5	2	5	82	
36	5	3	4	4	4	4	3	4	31	5	3	4	5	3	3	2	4	3	4	36	4	4	2	3	5	4	5	3	4	3	5	3	4	5	4	4	5	4	4	4	79	
37	4	5	5	5	5	5	5	5	39	4	4	5	5	3	4	3	3	2	3	36	3	4	4	4	4	5	4	4	4	3	5	4	5	4	5	4	5	5	4	3	83	
38	5	5	3	5	3	3	4	3	31	3	5	4	5	3	4	4	4	4	3	39	4	5	4	5	3	5	4	4	3	5	3	5	4	4	5	5	4	5	4	5	84	
39	4	3	3	4	2	2	4	3	25	5	4	4	5	4	4	5	5	5	4	45	5	4	5	4	4	4	4	5	4	4	4	5	3	5	5	5	4	3	5	4	85	
40	5	3	3	4	3	3	4	3	28	3	3	4	4	2	5	3	4	4	4	36	3	5	3	5	4	4	5	4	4	3	5	3	5	4	4	3	3	5	4	80		
41	5	4	3	5	4	2	4	4	31	4	5	4	5	4	5	3	3	3	1	37	4	5	4	4	3	5	5	5	4	3	3	5	3	4	4	3	5	4	4	5	82	
42	4	3	4	3	4	4	3	5	30	5	3	5	3	5	5	2	3	3	2	36	3	4	4	4	5	5	5	4	4	3	5	4	3	5	3	4	5	4	4	82		

PENGUJIAN SPSS

HASIL UJI VALIDITAS

Kompensasi (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	Kompensasi
X1.1	Pearson Correlation	1	.316*	.327*	.193	.196	.166	.376*	.154	.533**
	Sig. (2-tailed)		.034	.028	.203	.196	.275	.011	.313	.000
	N	45	45	45	45	45	45	45	45	45
X1.2	Pearson Correlation	.316*	1	.448**	.412**	.341*	.413**	.492**	.120	.699**
	Sig. (2-tailed)	.034		.002	.005	.022	.005	.001	.433	.000
	N	45	45	45	45	45	45	45	45	45
X1.3	Pearson Correlation	.327*	.448**	1	.274	.389**	.396**	.399**	.140	.678**
	Sig. (2-tailed)	.028	.002		.069	.008	.007	.007	.361	.000
	N	45	45	45	45	45	45	45	45	45
X1.4	Pearson Correlation	.193	.412**	.274	1	.252	.265	.302*	.267	.551**
	Sig. (2-tailed)	.203	.005	.069		.095	.079	.044	.077	.000
	N	45	45	45	45	45	45	45	45	45
X1.5	Pearson Correlation	.196	.341*	.389**	.252	1	.405**	.219	.151	.572**
	Sig. (2-tailed)	.196	.022	.008	.095		.006	.148	.321	.000
	N	45	45	45	45	45	45	45	45	45
X1.6	Pearson Correlation	.166	.413**	.396**	.265	.405**	1	.585**	.305*	.720**
	Sig. (2-tailed)	.275	.005	.007	.079	.006		.000	.042	.000
	N	45	45	45	45	45	45	45	45	45
X1.7	Pearson Correlation	.376*	.492**	.399**	.302*	.219	.585**	1	.299*	.751**
	Sig. (2-tailed)	.011	.001	.007	.044	.148	.000		.046	.000
	N	45	45	45	45	45	45	45	45	45
X1.8	Pearson Correlation	.154	.120	.140	.267	.151	.305*	.299*	1	.507**
	Sig. (2-tailed)	.313	.433	.361	.077	.321	.042	.046		.000
	N	45	45	45	45	45	45	45	45	45
Kompensasi	Pearson Correlation	.533**	.699**	.678**	.551**	.572**	.720**	.751**	.507**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45

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

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



Lingkungan Kerja (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Lingkungan Kerja
X2.1	Pearson Correlation	1	.171	.579**	.457**	.408**	.391**	.258	.480**	.382**	.537**	.712**
	Sig. (2-tailed)		.262	.000	.002	.005	.008	.087	.001	.010	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.2	Pearson Correlation	.171	1	.560**	.471**	.032	.455**	.345*	.368*	.359*	.288	.626**
	Sig. (2-tailed)	.262		.000	.001	.835	.002	.020	.013	.015	.055	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.3	Pearson Correlation	.579**	.560**	1	.496**	.110	.531**	.179	.391**	.119	.326*	.664**
	Sig. (2-tailed)	.000	.000		.001	.472	.000	.240	.008	.435	.029	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.4	Pearson Correlation	.457**	.471**	.496**	1	.336*	.320*	.428**	.500**	.379*	.379*	.742**
	Sig. (2-tailed)	.002	.001	.001		.024	.032	.003	.000	.010	.010	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.5	Pearson Correlation	.408**	.032	.110	.336*	1	.303*	.268	.237	.369*	.220	.497**
	Sig. (2-tailed)	.005	.835	.472	.024		.043	.075	.117	.013	.146	.001
	N	45	45	45	45	45	45	45	45	45	45	45
X2.6	Pearson Correlation	.391**	.455**	.531**	.320*	.303*	1	.302*	.230	.334*	.118	.609**
	Sig. (2-tailed)	.008	.002	.000	.032	.043		.044	.129	.025	.441	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.7	Pearson Correlation	.258	.345*	.179	.428**	.268	.302*	1	.480**	.528**	.298*	.627**
	Sig. (2-tailed)	.087	.020	.240	.003	.075	.044		.001	.000	.047	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.8	Pearson Correlation	.480**	.368*	.391**	.500**	.237	.230	.480**	1	.571**	.540**	.722**
	Sig. (2-tailed)	.001	.013	.008	.000	.117	.129	.001		.000	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.9	Pearson Correlation	.382**	.359*	.119	.379*	.369*	.334*	.528**	.571**	1	.561**	.693**
	Sig. (2-tailed)	.010	.015	.435	.010	.013	.025	.000	.000		.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45
X2.10	Pearson Correlation	.537**	.288	.326*	.379*	.220	.118	.298*	.540**	.561**	1	.647**
	Sig. (2-tailed)	.000	.055	.029	.010	.146	.441	.047	.000	.000		.000
	N	45	45	45	45	45	45	45	45	45	45	45
Lingkungan Kerja	Pearson Correlation	.712**	.626**	.664**	.742**	.497**	.609**	.627**	.722**	.693**	.647**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45	45	45

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

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



Kepuasan Kerja (Y)

		Correlations																				Kepuasan Kerja
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	Y14	Y15	Y16	Y17	Y18	Y19	Y20	
Y1	Pearson Correlation	1	.313*	.267	.041	-.006	.180	.022	.214	.258	.111	.039	.138	.279	.218	.403**	.430**	.039	.098	.290	.399**	.487**
	Sig. (2-tailed)		.036	.076	.791	.967	.236	.887	.157	.087	.468	.799	.366	.064	.151	.005	.003	.223	.523	.053	.007	.001
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y2	Pearson Correlation	.313*	1	.188	.170	.016	.529**	.303*	.474**	.225	.116	.205	.148	.316*	.299*	.416**	.339*	.424**	.217	.372*	.436**	.628**
	Sig. (2-tailed)	.036		.217	.263	.919	.000	.043	.001	.331	.449	.178	.331	.034	.046	.005	.023	.004	.153	.012	.003	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y3	Pearson Correlation	.267	.188	1	.487**	.197	.417**	.308*	.235	.181	.256	-.119	.200	.043	.197	.196	.068	.207	.243	.080	.196	.458**
	Sig. (2-tailed)	.076	.217		.001	.195	.004	.039	.121	.234	.090	.437	.188	.777	.195	.197	.659	.172	.108	.601	.197	.002
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y4	Pearson Correlation	.041	.170	.487**	1	.276	.405**	.401**	.247	.468**	.263	.007	.312*	-.142	.343*	.084	.038	.216	.315*	.329*	.236	.506**
	Sig. (2-tailed)	.791	.263	.001		.066	.006	.006	.102	.001	.081	.966	.037	.352	.021	.583	.805	.154	.035	.027	.119	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y5	Pearson Correlation	-.006	.016	.197	.276	1	.166	.052	.040	.467**	.080	-.169	.268	-.063	.151	.124	-.035	.067	.313*	.090	.104	.274
	Sig. (2-tailed)	.967	.919	.195	.066		.276	.736	.795	.001	.604	.267	.075	.679	.323	.418	.818	.661	.036	.557	.496	.007
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y6	Pearson Correlation	.180	.529**	.417**	.405**	.166	1	.299*	.509**	.361*	.108	.323*	.414**	.167	.293	.342*	.394**	.538**	.521**	.253	.325*	.728**
	Sig. (2-tailed)	.236	.000	.004	.006	.276		.046	.000	.015	.481	.031	.005	.274	.051	.022	.007	.000	.000	.093	.029	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y7	Pearson Correlation	.022	.303*	.308*	.401**	.052	.299*	1	.045	.077	.227	.085	.087	-.055	.310*	.247	.020	.204	.109	.203	.397**	.406**
	Sig. (2-tailed)	.887	.043	.039	.006	.736	.046		.768	.615	.133	.579	.570	.723	.038	.102	.894	.180	.476	.182	.007	.006
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y8	Pearson Correlation	.214	.474**	.235	.247	.040	.509**	.045	1	.320*	.339*	.215	.241	.246	.093	.388**	.390**	.432**	.347*	.376*	.299*	.615**
	Sig. (2-tailed)	.157	.001	.121	.102	.795	.000	.768		.032	.023	.156	.110	.104	.544	.009	.008	.003	.020	.011	.046	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y9	Pearson Correlation	.258	.225	.181	.468**	.467**	.361*	.077	.320*	1	.594**	.259	.400**	-.147	.264	.362*	.241	.335*	.328*	.527**	.245	.622**
	Sig. (2-tailed)	.087	.137	.234	.001	.001	.015	.615	.032		.000	.085	.006	.334	.080	.014	.111	.025	.028	.000	.105	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y10	Pearson Correlation	.111	.116	.256	.263	.080	.108	.227	.339*	.594**	1	.193	.125	-.186	.183	.354*	.104	.148	.113	.351*	.178	.425**
	Sig. (2-tailed)	.468	.449	.090	.081	.604	.481	.133	.023	.000		.205	.414	.222	.230	.017	.498	.332	.460	.018	.241	.004
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y11	Pearson Correlation	.039	.205	-.119	.007	-.169	.323*	.085	.215	.259	.193	1	.016	.236	-.037	.256	.400**	.356*	.230	.342*	.320*	.401**
	Sig. (2-tailed)	.799	.178	.437	.966	.267	.031	.579	.156	.085	.205		.917	.119	.811	.089	.006	.017	.128	.021	.032	.006
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y12	Pearson Correlation	.138	.148	.200	.312*	.268	.414**	.087	.241	.400**	.125	.016	1	-.154	.200	.215	.353*	.096	.306*	.264	.321*	.459**
	Sig. (2-tailed)	.366	.331	.188	.037	.075	.005	.570	.110	.006	.014	.917		.312	.188	.155	.017	.531	.041	.080	.032	.001
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y13	Pearson Correlation	.279	.316*	.043	-.142	-.063	.167	-.055	.246	-.147	-.186	.236	1	.027	.403**	.362*	.058	.133	.172	.201	.288	
	Sig. (2-tailed)	.064	.034	.777	.352	.679	.274	.720	.104	.334	.222	.119	.312		.860	.006	.014	.704	.383	.259	.185	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y14	Pearson Correlation	.218	.299*	.197	.343*	.151	.293	.310*	.093	.264	.183	-.037	.200	.027	1	-.005	.260	.193	.282	.166	.090	.426**
	Sig. (2-tailed)	.151	.046	.195	.021	.323	.051	.038	.544	.080	.230	.811	.188	.860		.975	.085	.204	.061	.277	.556	.004
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y15	Pearson Correlation	.409**	.416**	.196	.084	.124	.342*	.247	.388**	.362*	.354*	.256	.215	.403**	-.005	1	.493**	.568**	.458**	.598**	.591**	.708**
	Sig. (2-tailed)	.005	.005	.197	.583	.418	.022	.102	.009	.014	.017	.089	.155	.006	.975		.001	.000	.002	.000	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y16	Pearson Correlation	.430**	.339*	.068	.038	-.035	.394**	.020	.390**	.241	.104	.400**	.353*	.362*	.260	.493**	1	.268	.269	.326*	.313*	.588**
	Sig. (2-tailed)	.003	.023	.659	.805	.818	.007	.894	.008	.111	.498	.006	.017	.014	.085	.001		.075	.074	.029	.037	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y17	Pearson Correlation	.339*	.424**	.207	.216	.067	.538**	.204	.432**	.335*	.148	.356*	.096	.058	.193	.568**	.268	1	.579**	.473**	.411**	.660**
	Sig. (2-tailed)	.023	.004	.172	.154	.661	.000	.180	.003	.025	.332	.017	.531	.704	.204	.000	.075		.000	.001	.005	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y18	Pearson Correlation	.098	.217	.243	.315*	.313*	.521**	.109	.347*	.328*	.113	.230	.306*	.133	.282	.458**	.269	.579**	1	.337*	.397**	.620**
	Sig. (2-tailed)	.523	.153	.108	.035	.036	.000	.476	.020	.028	.066	.128	.041	.383	.061	.002	.074		.003	.007	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y19	Pearson Correlation	.290	.372*	.080	.329*	.090	.253	.203	.376*	.527**	.351*	.342*	.264	.172	.166	.598**	.326*	.473**	.337*	1	.297*	.639**
	Sig. (2-tailed)	.053	.012	.601	.027	.557	.093	.182	.011	.000	.018	.021	.080	.259	.277	.000	.029	.001	.023		.048	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y20	Pearson Correlation	.399**	.436**	.196	.236	.104	.325*	.397**	.299*	.245	.178	.320*	.321*	.201	.090	.591**	.313*	.411**	.397**	.297*	1	.633**
	Sig. (2-tailed)	.007	.003	.197	.119	.496	.029	.007	.046	.105	.241	.032	.032	.185	.556	.000	.037	.005	.007	.048		.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Kepuasan Kerja	Pearson Correlation	.487**	.628**	.458**	.506**	.274	.728**	.406**	.615**	.622**	.425**	.401**	.459**	.288	.426**	.708**	.588**	.660**	.620**	.639**	.633**	1
	Sig. (2-tailed)	.001	.000	.002	.000	.068	.000	.006	.000	.000	.004	.006	.001	.055	.004	.000	.000	.000	.000	.000	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45

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

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

HASIL UJI RELIABILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
.829	3

Kompensasi

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.778	.780	8

Lingkungan Kerja

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.850	.851	10

Kepuasan Kerja

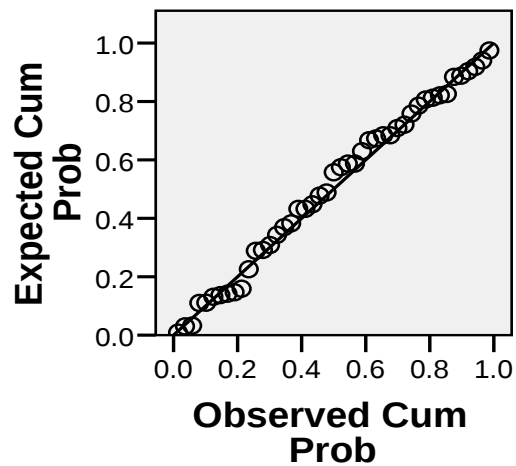
Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.865	.865	20

HASIL UJI NORMALITAS

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kepuasan Kerja



One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		45
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	3.7003303
Most Extreme Differences	Absolute	.065
	Positive	.065
	Negative	-.059
Kolmogorov-Smirnov Z		.435
Asymp. Sig. (2-tailed)		.992

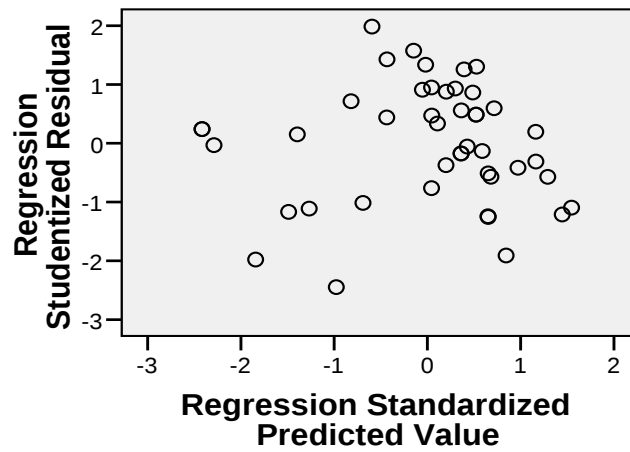
a. Test distribution is Normal.

b. Calculated from data.

HASIL Uji HETEROSKEDASTISITAS

Scatterplot

Dependent Variable: Kepuasan Kerja



HASIL Uji MULTIKOLINIERITAS

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	Kompensasi	.775	.750	.461	.784	1.275
	Lingkungan Kerja	.789	.766	.484	.784	1.275

a. Dependent Variable: Kepuasan Kerja

HASIL Uji REGRESI LINIER BERGANDA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.907	4.542		4.163	.000
	Kompensasi	1.037	.168	.481	6.184	.000
	Lingkungan Kerja	.782	.108	.563	7.238	.000

a. Dependent Variable: Kepuasan Kerja

HASIL Uji PARSIAL (T)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.907	4.542		4.163	.000
	Kompensasi	1.037	.168	.481	6.184	.000
	Lingkungan Kerja	.782	.108	.563	7.238	.000

a. Dependent Variable: Kepuasan Kerja

HASIL Uji F (Secara Simultan)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2918.202	2	1459.101	85.101	.000 ^a
	Residual	720.110	42	17.145		
	Total	3638.311	44			

a. Predictors: (Constant), Lingkungan Kerja, Kompensasi

b. Dependent Variable: Kepuasan Kerja

HASIL KOEFISIEN DETERMINASI (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.896 ^a	.802	.793	4.14071

a. Predictors: (Constant), Lingkungan Kerja, Kompensasi

b. Dependent Variable: Kepuasan Kerja

