



LAMPIRAN

KUESIONER

PENGARUH *HUMAN RELATIONSHIP* DAN KOMPENSASI TERHADAP LOYALITAS KERJA KARYAWAN

A. IDENTITAS RESPONDEN

1. Nama :
2. Jenis Kelamin : O perempuan O laki-laki
3. Usia :
4. Jabatan :

B. PETUNJUK PENGISIAN

Berikan penilaian terhadap hal-hal dibawah ini dengan tanda (√) yang paling tepat menurut saudara. Alternative jawaban terdiri dari : (STS): Sangat Tidak Setuju, (S) Setuju, (N) Netral, (S) Setuju, (SS) Sangat Setuju.

HUMAN RELATIONSHIP

JAWABAN

NO	PERNYATAAN	STS	TS	N	S	SS
	Komunikasi Efektif					
1.	Karyawan tidak dapat menyampaikan langsung segala persoalan yang berkaitan dengan pekerjaan kepada atasan					
2.	komunikasi yang baik dengan atasan dan sesama karyawan di perusahaan tidak dapat memberikan kelancaran dan kekompakan di dalam bekerja					
3.	Karyawan tidak mampu bekerja sama dalam penyampaian pesan sebagai sarana komunikasi antar karyawan yang disampaikan sesuai dengan fakta dan realita					
	Kesamaan Kepentingan					
4.	Karyawan tidak merasa mempunyai kesamaan kepentingan yang dapat mempengaruhi					

keharmonisan hubungan kerja antar karyawan di perusahaan PT. Harrison & Gil-Java Semarang

5. Karyawan tidak memiliki visi dan misi yang sama dalam memajukan perusahaan

6. Setiap karyawan tidak mempunyai kepentingan untuk merawat asset perusahaan

Pandangan Positif

7. Setiap karyawan tidak menyadari akan pentingnya bekerja sama dalam intern perusahaan, sehingga mempunyai pandangan positif dari semua individu untuk melakukan interaksi dalam perusahaan PT. Harrison & Gil-Java Semarang

8. Karyawan menganggap perusahaan bukan sebagai rumah ke dua sehingga tidak perlu memberikan fasilitas yang terbaik

9. Perusahaan kurang memiliki rasa kekeluargaan yang cukup tinggi

KOMPENSASI

NO	PERNYATAAN	JAWABAN				
		STS	TS	N	S	SS
	Kompensasi Finansial					
1.	Jumlah gaji yang diberikan tidak sesuai dengan UMK Semarang					
2.	Waktu pemberian gaji tidak sesuai dengan aturan perusahaan					
3.	Perusahaan tempat saya bekerja tidak memberikan bonus atau insentif pada karyawan yang mencapai target yang ditentukan perusahaan					
	Kompensasi Non Finansial					
4.	Atasan saya jarang memberikan pujian atas prestasi yang saya capai					

5. Tempat kerja saya tidak mengadakan acara kebersamaan (*gathering*) dengan keluarga karyawanya
6. Setiap karyawan tidak mendapatkan hak cuti baik cuti tahunan maupun cuti hamil bagi karyawan perempuan

LOYALITAS

NO.

PERNYATAAN

JAWABAN

STS	TS	N	S	SS
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Ketaatan atau kepatuhan

1. Saya kadang-kadang mengerjakan pekerjaan yang diberikan atasan kepada saya dengan melakukan protes terlebih dahulu
2. Aturan-aturan perusahaan tidak pernah saya jalankan dengan penuh rasa disiplin
3. Setiap sanksi yang diterima karyawan tidak disesuaikan dengan tingkat kesalahan

Bertanggungjawab

4. Atasan memberikan pekerjaan dengan melakukan pengawasan karena tidak percaya dengan loyalitas kerja karyawanya.
5. Pekerjaan tidak diselesaikan secara tepat waktu dan molor dari jadwal semula.
6. Atasan tidak memberikan keringanan bagi karyawan yang berhalangan dengan di barengi alasan serta bukti yang bisa dipertanggungjawabkan.

Pengabdian

7. Pada situasi tertentu adakalanya karyawan melakukan pekerjaan melebihi jam kerja (*overtime*)

8. Karyawan ditempatkan dalam bidang yang tidak sesuai dengan keahliannya karena berdasarkan tingkat kebutuhan perusahaan

9. Karyawan tidak akan mendapatkan kompensasi setelah bekerja dalam kurun waktu tertentu

Kejujuran

10. Karyawan menggunakan fasilitas pekerjaan untuk kepentingan pribadi
11. Setiap karyawan melakukan pekerjaan tidak sesuai dengan ketrampilan yang dimiliki
12. Ijin tidak masuk kerja tidak perlu melampirkan surat keterangan dokter



NO	Human Relationship									Jumlah	Kompensasi						Jumlah
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	4	3	4	4	4	3	4	2	4	32	3	4	3	4	3	4	17
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11	5	4	2	5	3	5	2	4	2	32	4	4	4	3	3	4	18
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40	4	4	3	4	4	3	4	4	4	34	4	3	3	4	3	4	17
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298 311 281 313 312 272 295 296 299 2677 300 303 287
279 289 311 1458

0.77

0.668

Loyalitas Karyawan											Jumlah	
Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11		
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4	4	4	4	3	4	4	3	4	3	3	4	44
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307 312 304 305 309 307 296 317 298 290 289 297 3631

Hasil Uji Validitas Instrumen Human Relationship

Correlations

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1
X1.1 Pearson Correlation	1	.283**	-.116	.392**	.064	.408**	.206	.289**	.474**	.580**
Sig. (2-tailed)		.009	.291	.000	.563	.000	.058	.007	.000	.000
N	85	85	85	85	85	85	85	85	85	85
X1.2 Pearson Correlation	.283**	1	.136	.527**	.378**	.041	.477**	.413**	.280**	.683**
Sig. (2-tailed)	.009		.214	.000	.000	.708	.000	.000	.009	.000
N	85	85	85	85	85	85	85	85	85	85
X1.3 Pearson Correlation	-.116	.136	1	.029	.223*	.067	.313**	.363**	.132	.470**
Sig. (2-tailed)	.291	.214		.795	.040	.543	.004	.001	.227	.000
N	85	85	85	85	85	85	85	85	85	85
X1.4 Pearson Correlation	.392**	.527**	.029	1	.092	.031	.422**	.382**	.243*	.601**
Sig. (2-tailed)	.000	.000	.795		.400	.775	.000	.000	.025	.000
N	85	85	85	85	85	85	85	85	85	85
X1.5 Pearson Correlation	.064	.378**	.223*	.092	1	-.124	.371**	.208	.234*	.466**
Sig. (2-tailed)	.563	.000	.040	.400		.257	.000	.057	.031	.000
N	85	85	85	85	85	85	85	85	85	85
X1.6 Pearson Correlation	.408**	.041	.067	.031	-.124	1	-.276*	.125	.358**	.347**
Sig. (2-tailed)	.000	.708	.543	.775	.257		.010	.254	.001	.001
N	85	85	85	85	85	85	85	85	85	85
X1.7 Pearson Correlation	.206	.477**	.313**	.422**	.371**	-.276*	1	.248*	.308**	.605**
Sig. (2-tailed)	.058	.000	.004	.000	.000	.010		.022	.004	.000
N	85	85	85	85	85	85	85	85	85	85
X1.8 Pearson Correlation	.289**	.413**	.363**	.382**	.208	.125	.248*	1	.144	.651**
Sig. (2-tailed)	.007	.000	.001	.000	.057	.254	.022		.187	.000
N	85	85	85	85	85	85	85	85	85	85
X1.9 Pearson Correlation	.474**	.280**	.132	.243*	.234*	.358**	.308**	.144	1	.614**
Sig. (2-tailed)	.000	.009	.227	.025	.031	.001	.004	.187		.000
N	85	85	85	85	85	85	85	85	85	85
X1 Pearson Correlation	.580**	.683**	.470**	.601**	.466**	.347**	.605**	.651**	.614**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	.000	.000	.000	
N	85	85	85	85	85	85	85	85	85	85

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

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

Hasil Uji Validitas Instrumen Kompensasi

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2
X2.1 Pearson Correlation	1	.353**	.340**	.420**	.336**	.310**	.719**
Sig. (2-tailed)		.001	.001	.000	.002	.004	.000
N	85	85	85	85	85	85	85
X2.2 Pearson Correlation	.353**	1	.445**	.227*	.279**	.323**	.666**
Sig. (2-tailed)	.001		.000	.037	.010	.003	.000
N	85	85	85	85	85	85	85
X2.3 Pearson Correlation	.340**	.445**	1	.196	.328**	.443**	.680**
Sig. (2-tailed)	.001	.000		.072	.002	.000	.000
N	85	85	85	85	85	85	85
X2.4 Pearson Correlation	.420**	.227*	.196	1	.319**	.340**	.651**
Sig. (2-tailed)	.000	.037	.072		.003	.001	.000
N	85	85	85	85	85	85	85
X2.5 Pearson Correlation	.336**	.279**	.328**	.319**	1	.240*	.673**
Sig. (2-tailed)	.002	.010	.002	.003		.027	.000
N	85	85	85	85	85	85	85
X2.6 Pearson Correlation	.310**	.323**	.443**	.340**	.240*	1	.490**
Sig. (2-tailed)	.004	.003	.000	.001	.027		.000
N	85	85	85	85	85	85	85
X2 Pearson Correlation	.719**	.666**	.680**	.651**	.673**	.490**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
N	85	85	85	85	85	85	85

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

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



Hasil Uji Validitas Instrumen Loyalitas Karyawan

Correlations

	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	Y1.11	Y1.12	Y1
Y1.1 Pearson Correlation	1	.291**	.247*	.493**	.404**	.176	.325**	.249*	.074	.257*	.131	.149	.595**
Sig. (2-tailed)		.007	.022	.000	.000	.107	.002	.022	.504	.017	.234	.174	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.2 Pearson Correlation	.291**	1	.345**	.332**	.281**	.353**	.285**	.318**	.307**	.182	.283**	.235*	.650**
Sig. (2-tailed)	.007		.001	.002	.009	.001	.008	.003	.004	.096	.009	.031	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.3 Pearson Correlation	.247*	.345**	1	.208	.173	.480**	.298**	.301**	.121	.250*	.169	.289**	.613**
Sig. (2-tailed)	.022	.001		.056	.113	.000	.006	.005	.269	.021	.121	.007	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.4 Pearson Correlation	.493**	.332**	.208	1	.193	.262*	.265*	.321**	.021	.364**	.110	.193	.586**
Sig. (2-tailed)	.000	.002	.056		.077	.016	.014	.003	.848	.001	.317	.077	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.5 Pearson Correlation	.404**	.281**	.173	.193	1	.130	.125	.235*	.021	.179	.156	.140	.462**
Sig. (2-tailed)	.000	.009	.113	.077		.236	.256	.030	.845	.102	.153	.203	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.6 Pearson Correlation	.176	.353**	.480**	.262*	.130	1	.184	.242*	.257*	.250*	.102	.253*	.587**
Sig. (2-tailed)	.107	.001	.000	.016	.236		.093	.026	.017	.021	.351	.019	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.7 Pearson Correlation	.325**	.285**	.298**	.265*	.125	.184	1	.089	.160	.254*	.178	.176	.542**
Sig. (2-tailed)	.002	.008	.006	.014	.256	.093		.418	.145	.019	.103	.106	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.8 Pearson Correlation	.249*	.318**	.301**	.321**	.235*	.242*	.089	1	.133	.325**	.138	.277*	.567**
Sig. (2-tailed)	.022	.003	.005	.003	.030	.026	.418		.224	.002	.209	.010	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.9 Pearson Correlation	.074	.307**	.121	.021	.021	.257*	.160	.133	1	-.193	.066	.203	.351**
Sig. (2-tailed)	.504	.004	.269	.848	.845	.017	.145	.224		.077	.551	.063	.001
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.10 Pearson Correlation	.257*	.182	.250*	.364**	.179	.250*	.254*	.325**	-.193	1	.115	-.033	.473**
Sig. (2-tailed)	.017	.096	.021	.001	.102	.021	.019	.002	.077		.294	.762	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.11 Pearson Correlation	.131	.283**	.169	.110	.156	.102	.178	.138	.066	.115	1	.053	.417**
Sig. (2-tailed)	.234	.009	.121	.317	.153	.351	.103	.209	.551	.294		.631	.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1.12 Pearson Correlation	.149	.235*	.289**	.193	.140	.253*	.176	.277*	.203	-.033	.053	1	.467**
Sig. (2-tailed)	.174	.031	.007	.077	.203	.019	.106	.010	.063	.762	.631		.000
N	85	85	85	85	85	85	85	85	85	85	85	85	85
Y1 Pearson Correlation	.595**	.650**	.613**	.586**	.462**	.587**	.542**	.567**	.351**	.473**	.417**	.467**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	
N	85	85	85	85	85	85	85	85	85	85	85	85	85

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

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

Hasil Uji Reliabilitas Human Relationship

Case Processing Summary

		N	%
Cases	Valid	85	100.0
	Excluded ^a	0	.0
	Total	85	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.708	.725	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	27.9882	10.083	.437	.474	.674
X1.2	27.8353	9.687	.568	.460	.652
X1.3	28.1882	10.274	.260	.355	.710
X1.4	27.8118	10.012	.464	.423	.669
X1.5	27.8235	10.647	.310	.263	.696
X1.6	28.2941	10.972	.117	.450	.740
X1.7	28.0235	9.595	.434	.536	.673
X1.8	28.0118	9.345	.491	.366	.660
X1.9	27.9765	10.047	.487	.387	.667

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31.4941	12.301	3.50722	9

Hasil Uji Reliabilitas Kompensasi

Case Processing Summary

		N	%
Cases	Valid	85	100.0
	Excluded ^a	0	.0
	Total	85	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.743	.744	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	17.2824	4.372	.526	.293	.693
X2.2	17.2471	4.545	.477	.262	.707
X2.3	17.4353	4.320	.514	.336	.696
X2.4	17.5294	4.419	.436	.254	.719
X2.5	17.4118	4.483	.439	.204	.718
X2.6	17.1529	4.512	.490	.276	.704

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.8118	6.083	2.46641	6

Hasil Uji Reliabilitas Loyalitas Karyawan

Case Processing Summary

		N	%
Cases	Valid	85	100.0
	Excluded ^a	0	.0
	Total	85	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.753	.763	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y1.1	39.1059	13.191	.475	.381	.725
Y1.2	39.0471	13.379	.565	.352	.719
Y1.3	39.1412	13.218	.504	.346	.723
Y1.4	39.1294	13.424	.476	.368	.726
Y1.5	39.0824	14.076	.342	.220	.741
Y1.6	39.1059	13.167	.462	.338	.727
Y1.7	39.2353	13.325	.403	.243	.734
Y1.8	38.9882	13.440	.449	.286	.729
Y1.9	39.2118	14.359	.188	.242	.760
Y1.10	39.3059	13.667	.321	.339	.744
Y1.11	39.3176	13.886	.246	.103	.756
Y1.12	39.2235	13.771	.321	.202	.744

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
42.7176	15.800	3.97496	12

Hasil Analisis Regresi Linier Berganda

Descriptive Statistics

	Mean	Std. Deviation	N
Loyalitas Karyawan	42.7176	3.97496	85
Human Relationship	31.4941	3.50722	85
Kompensasi	17.1529	2.12416	85

Correlations

		Loyalitas Karyawan	Human Relationship	Kompensasi
Pearson Correlation	Loyalitas Karyawan	1.000	.770	.668
	Human Relationship	.770	1.000	.613
	Kompensasi	.668	.613	1.000
Sig. (1-tailed)	Loyalitas Karyawan	.	.000	.000
	Human Relationship	.000	.	.000
	Kompensasi	.000	.000	.
N	Loyalitas Karyawan	85	85	85
	Human Relationship	85	85	85
	Kompensasi	85	85	85

Variables Entered/Removed^d

Model	Variables Entered	Variables Removed	Method
1	Kompensasi, ^a Human Relationship	.	Enter

a. All requested variables entered.

b. Dependent Variable: Loyalitas Karyawan

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.809 ^a	.655	.646	2.36474

a. Predictors: (Constant), Kompensasi, Human Relationship

b. Dependent Variable: Loyalitas Karyawan

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	868.681	2	434.341	77.672	.000 ^a
	Residual	458.543	82	5.592		
	Total	1327.224	84			

a. Predictors: (Constant), Kompensasi, Human Relationship

b. Dependent Variable: Loyalitas Kary awan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.023	2.478		4.853	.000
	Human Relationship	.655	.093	.578	7.034	.000
	Kompensasi	.587	.154	.314	3.818	.000

a. Dependent Variable: Loyalitas Kary awan

Coefficients^a

Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	Human Relationship	.770	.613	.457	.624	1.602
	Kompensasi	.668	.388	.248	.624	1.602

a. Dependent Variable: Loyalitas Kary awan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Human Relationship	Kompensasi
1	1	2.987	1.000	.00	.00	.00
	2	.008	19.858	.84	.02	.48
	3	.005	24.479	.16	.98	.52

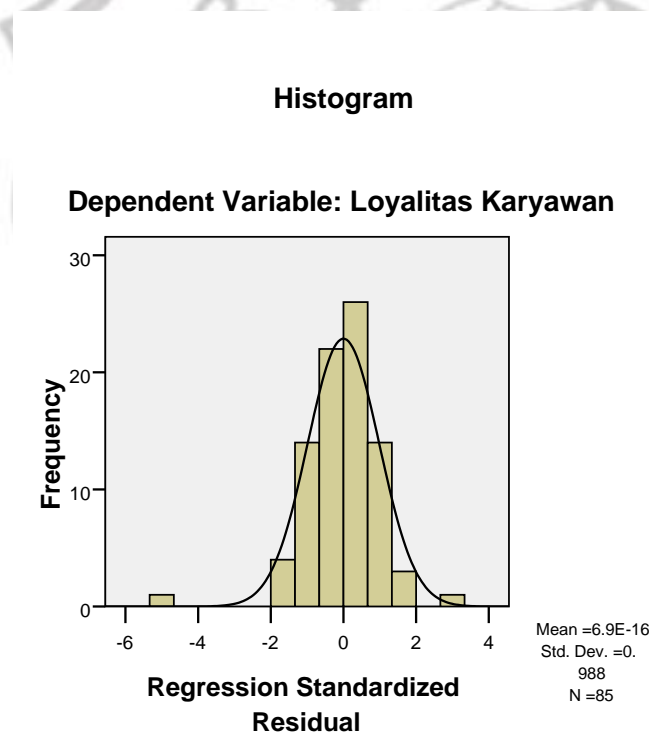
a. Dependent Variable: Loyalitas Kary awan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	31.5783	46.7529	42.7176	3.21581	85
Std. Predicted Value	-3.464	1.255	.000	1.000	85
Standard Error of Predicted Value	.259	1.064	.404	.187	85
Adjusted Predicted Value	31.5011	46.8425	42.7219	3.18703	85
Residual	-11.54612	6.66320	.00000	2.33642	85
Std. Residual	-4.883	2.818	.000	.988	85
Stud. Residual	-4.917	2.902	-.001	1.005	85
Deleted Residual	-11.70827	7.06896	-.00427	2.41708	85
Stud. Deleted Residual	-5.819	3.045	-.010	1.067	85
Mahal. Distance	.020	16.027	1.976	3.252	85
Cook's Distance	.000	.171	.012	.028	85
Centered Leverage Value	.000	.191	.024	.039	85

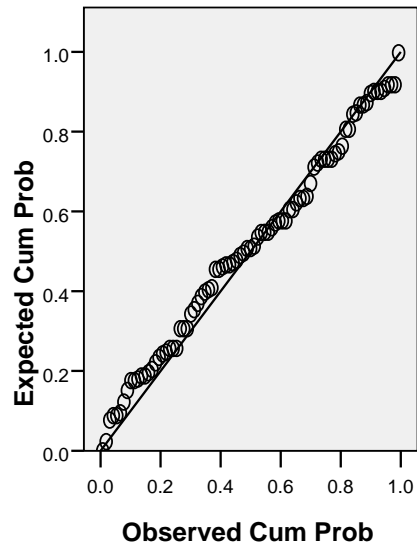
a. Dependent Variable: Loyalitas Karyawan

Charts



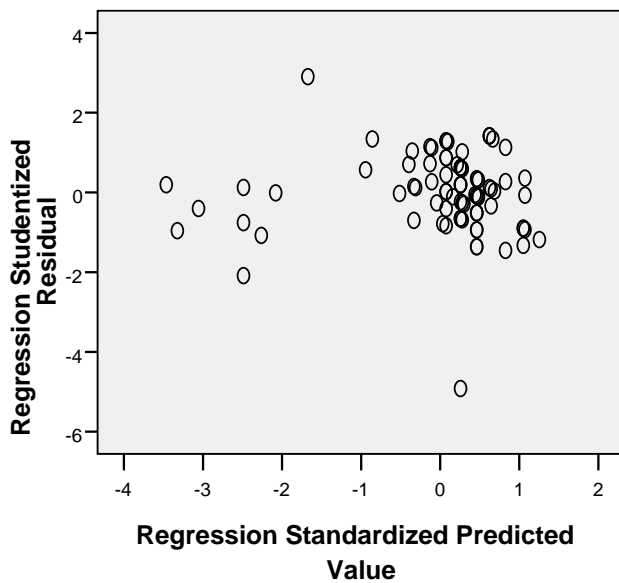
Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Loyalitas Karyawan



Scatterplot

Dependent Variable: Loyalitas Karyawan



Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

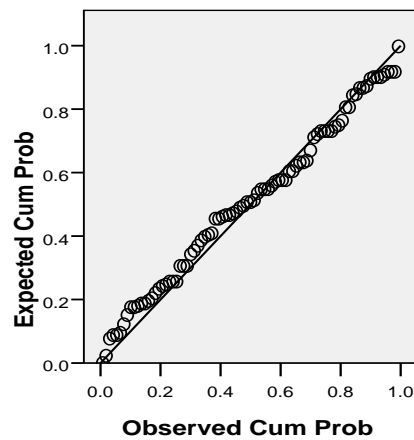
		Unstandardized Residual
N		85
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.33641594
Most Extreme Differences	Absolute	.079
	Positive	.068
	Negative	-.079
Kolmogorov-Smirnov Z		.728
Asymp. Sig. (2-tailed)		.664

a. Test distribution is Normal.

b. Calculated from data.

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Loyalitas Karyawan



2. Uji Multikolinieritas

Coefficients^a

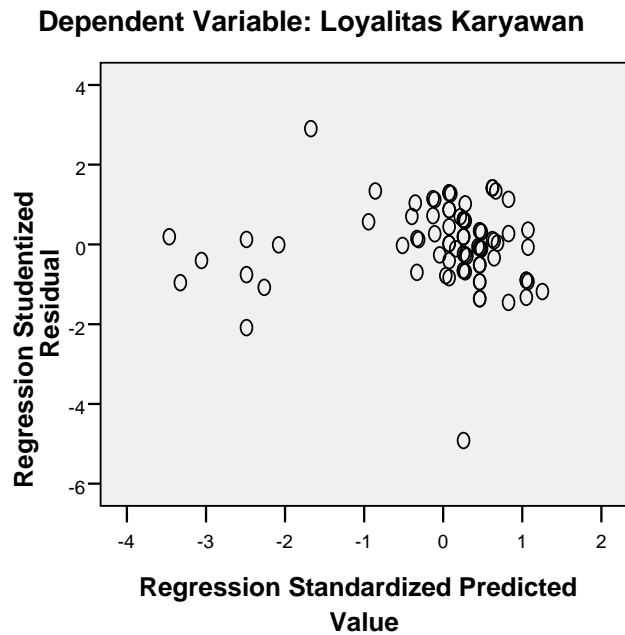
Model		Correlations			Collinearity Statistics	
		Zero-order	Partial	Part	Tolerance	VIF
1	Human Relationship	.770	.613	.457	.624	1.602
	Kompensasi	.668	.388	.248	.624	1.602

a. Dependent Variable: Loyalitas Karyawan

3. Uji Heteroskedastisitas

a. Scatterplot

Scatterplot



b. Uji Glejser

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.086	1.717		1.215	.228
	Human Relationship	-.064	.065	-.138	-.991	.325
	Kompensasi	.093	.107	.121	.871	.386

a. Dependent Variable: aBrES

Hasil Analisis Descriptives Statistik

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	85	2.00	5.00	3.5059	.64777
X1.2	85	2.00	4.00	3.6588	.62779
X1.3	85	2.00	4.00	3.3059	.81684
X1.4	85	2.00	5.00	3.6824	.64016
X1.5	85	1.00	5.00	3.6706	.62466
X1.6	85	2.00	5.00	3.2000	.82808
X1.7	85	2.00	4.00	3.4706	.78054
X1.8	85	2.00	5.00	3.4824	.78090
X1.9	85	2.00	4.00	3.5176	.60968
Valid N (listwise)	85				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	85	2.00	4.00	3.5294	.60922
X2.2	85	2.00	4.00	3.5647	.58650
X2.3	85	2.00	4.00	3.3765	.63577
X2.4	85	2.00	4.00	3.2824	.66569
X2.5	85	2.00	4.00	3.4000	.63994
X2.6	85	2.00	4.00	3.6588	.58864
Valid N (listwise)	85				

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	85	2.00	4.00	3.6118	.63797
Y1.2	85	2.00	4.00	3.6706	.52072
Y1.3	85	2.00	4.00	3.5765	.60507
Y1.4	85	2.00	5.00	3.5882	.58338
Y1.5	85	2.00	5.00	3.6353	.55307
Y1.6	85	2.00	5.00	3.6118	.65636
Y1.7	85	2.00	5.00	3.4824	.68334
Y1.8	85	2.00	5.00	3.7294	.60530
Y1.9	85	2.00	5.00	3.5059	.68354
Y1.10	85	2.00	5.00	3.4118	.69512
Y1.11	85	2.00	5.00	3.4000	.74322
Y1.12	85	2.00	4.00	3.4941	.66590
Valid N (listwise)	85				

Frequency Table

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.9	5.9	5.9
	3.00	34	40.0	40.0	45.9
	4.00	44	51.8	51.8	97.6
	5.00	2	2.4	2.4	100.0
	Total	85	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.2	8.2	8.2
	3.00	15	17.6	17.6	25.9
	4.00	63	74.1	74.1	100.0
	Total	85	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	19	22.4	22.4	22.4
	3.00	21	24.7	24.7	47.1
	4.00	45	52.9	52.9	100.0
	Total	85	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	7.1	7.1	7.1
	3.00	17	20.0	20.0	27.1
	4.00	60	70.6	70.6	97.6
	5.00	2	2.4	2.4	100.0
	Total	85	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	1	1.2	1.2	1.2
	2.00	3	3.5	3.5	4.7
	3.00	20	23.5	23.5	28.2
	4.00	60	70.6	70.6	98.8
	5.00	1	1.2	1.2	100.0
	Total	85	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	19	22.4	22.4	22.4
	3.00	33	38.8	38.8	61.2
	4.00	30	35.3	35.3	96.5
	5.00	3	3.5	3.5	100.0
	Total	85	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	15	17.6	17.6	17.6
	3.00	15	17.6	17.6	35.3
	4.00	55	64.7	64.7	100.0
	Total	85	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	13	15.3	15.3	15.3
	3.00	20	23.5	23.5	38.8
	4.00	50	58.8	58.8	97.6
	5.00	2	2.4	2.4	100.0
	Total	85	100.0	100.0	

X1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.9	5.9	5.9
	3.00	31	36.5	36.5	42.4
	4.00	49	57.6	57.6	100.0
	Total	85	100.0	100.0	

Human Relationship

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18.00	1	1.2	1.2	1.2
	20.00	1	1.2	1.2	2.4
	22.00	1	1.2	1.2	3.5
	23.00	3	3.5	3.5	7.1
	25.00	2	2.4	2.4	9.4
	27.00	3	3.5	3.5	12.9
	29.00	1	1.2	1.2	14.1
	30.00	5	5.9	5.9	20.0
	31.00	4	4.7	4.7	24.7
	32.00	28	32.9	32.9	57.6
	33.00	21	24.7	24.7	82.4
	34.00	5	5.9	5.9	88.2
	35.00	5	5.9	5.9	94.1
	36.00	5	5.9	5.9	100.0
	Total	85	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.9	5.9	5.9
	3.00	30	35.3	35.3	41.2
	4.00	50	58.8	58.8	100.0
	Total	85	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	4	4.7	4.7	4.7
	3.00	29	34.1	34.1	38.8
	4.00	52	61.2	61.2	100.0
	Total	85	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.2	8.2	8.2
	3.00	39	45.9	45.9	54.1
	4.00	39	45.9	45.9	100.0
	Total	85	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	10	11.8	11.8	11.8
	3.00	41	48.2	48.2	60.0
	4.00	34	40.0	40.0	100.0
	Total	85	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.2	8.2	8.2
	3.00	37	43.5	43.5	51.8
	4.00	41	48.2	48.2	100.0
	Total	85	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.9	5.9	5.9
	3.00	19	22.4	22.4	28.2
	4.00	61	71.8	71.8	100.0
	Total	85	100.0	100.0	

Kompensasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11.00	2	2.4	2.4	2.4
	12.00	1	1.2	1.2	3.5
	13.00	8	9.4	9.4	12.9
	14.00	1	1.2	1.2	14.1
	16.00	6	7.1	7.1	21.2
	17.00	22	25.9	25.9	47.1
	18.00	28	32.9	32.9	80.0
	19.00	8	9.4	9.4	89.4
	20.00	9	10.6	10.6	100.0
	Total		85	100.0	100.0

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.2	8.2	8.2
	3.00	19	22.4	22.4	30.6
	4.00	59	69.4	69.4	100.0
	Total	85	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	24	28.2	28.2	30.6
	4.00	59	69.4	69.4	100.0
	Total	85	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	5	5.9	5.9	5.9
	3.00	26	30.6	30.6	36.5
	4.00	54	63.5	63.5	100.0
	Total	85	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	30	35.3	35.3	38.8
	4.00	51	60.0	60.0	98.8
	5.00	1	1.2	1.2	100.0
	Total	85	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	2	2.4	2.4	2.4
	3.00	28	32.9	32.9	35.3
	4.00	54	63.5	63.5	98.8
	5.00	1	1.2	1.2	100.0
	Total	85	100.0	100.0	

Y1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	6	7.1	7.1	7.1
	3.00	23	27.1	27.1	34.1
	4.00	54	63.5	63.5	97.6
	5.00	2	2.4	2.4	100.0
	Total	85	100.0	100.0	

Y1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	9.4	9.4	9.4
	3.00	29	34.1	34.1	43.5
	4.00	47	55.3	55.3	98.8
	5.00	1	1.2	1.2	100.0
	Total	85	100.0	100.0	

Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	3.5	3.5	3.5
	3.00	21	24.7	24.7	28.2
	4.00	57	67.1	67.1	95.3
	5.00	4	4.7	4.7	100.0
	Total	85	100.0	100.0	

Y1.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	7	8.2	8.2	8.2
	3.00	30	35.3	35.3	43.5
	4.00	46	54.1	54.1	97.6
	5.00	2	2.4	2.4	100.0
	Total	85	100.0	100.0	

Y1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	9.4	9.4	9.4
	3.00	36	42.4	42.4	51.8
	4.00	39	45.9	45.9	97.6
	5.00	2	2.4	2.4	100.0
	Total	85	100.0	100.0	

Y1.11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	9	10.6	10.6	10.6
	3.00	37	43.5	43.5	54.1
	4.00	35	41.2	41.2	95.3
	5.00	4	4.7	4.7	100.0
	Total	85	100.0	100.0	

Y1.12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	8	9.4	9.4	9.4
	3.00	27	31.8	31.8	41.2
	4.00	50	58.8	58.8	100.0
	Total	85	100.0	100.0	

Loyalitas Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30.00	2	2.4	2.4	2.4
	32.00	3	3.5	3.5	5.9
	33.00	2	2.4	2.4	8.2
	35.00	1	1.2	1.2	9.4
	36.00	1	1.2	1.2	10.6
	40.00	1	1.2	1.2	11.8
	41.00	6	7.1	7.1	18.8
	42.00	11	12.9	12.9	31.8
	43.00	13	15.3	15.3	47.1
	44.00	17	20.0	20.0	67.1
	45.00	16	18.8	18.8	85.9
	46.00	6	7.1	7.1	92.9
	47.00	1	1.2	1.2	94.1
	48.00	5	5.9	5.9	100.0
	Total	85	100.0	100.0	

