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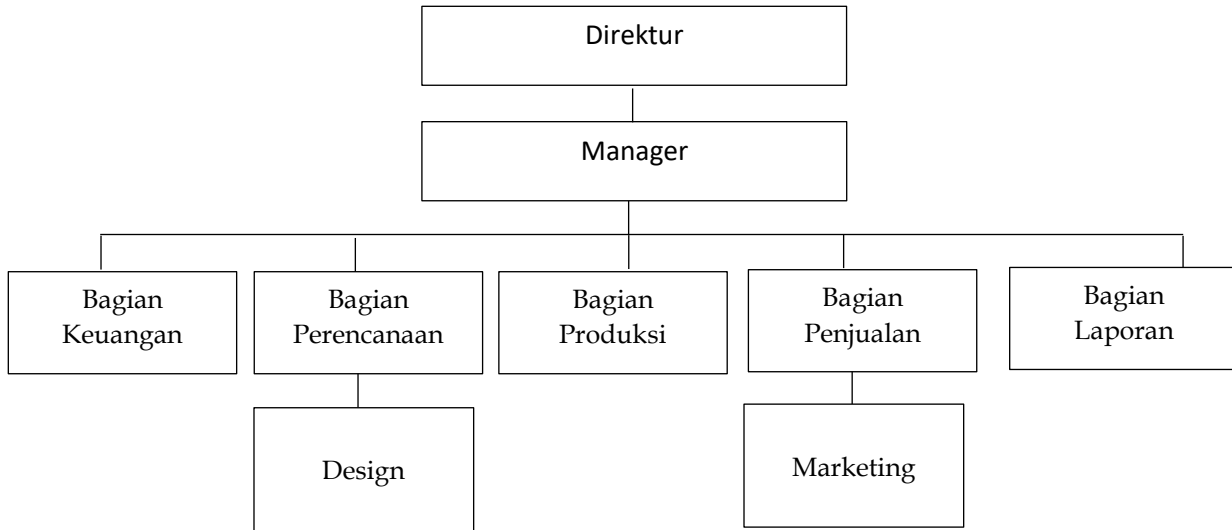
Lampiran 1 : Tabel Penelitian Terdahulu

| NO. | Peneliti, Tahun dan Judul Penelitian | Variabel | Analisis Data | Hasil |
|-----|--|--|---|--|
| 1 | Made Nensy Dwijayanti & A.A Sagung Kartika Dewi (2015) dalam penelitiannya yang berjudul "Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan. | <p>Variabel Bebas : Kompensasi (X1), Lingkungan Kerja (X2)</p> <p>Variabel Terikat: Kepuasan Kerja (Y)</p> | Metode analisis regresi linear berganda | Hasil dalam penelitian ini menunjukkan bahwa kompensasi dan lingkungan kerja secara parsial berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan. |
| 2 | Yusron Rozzaid, Toni Herlambang, dan Anggun Meyrista Devi (2015), Pengaruh Kompensasi dan Motivasi Terhadap Kepuasan Kerja Karyawan | <p>Variabel Bebas : Kompensasi (X1) Motivasi (X2)</p> <p>Variabel Terikat : Kepuasan Kerja (Y)</p> | Metode analisis regresi linear berganda | Hasil penelitian menunjukkan bahwa kompensasi dan motivasi secara parsial dan simultan berpengaruh signifikan terhadap kepuasan kerja. |

| | | | | |
|---|---|---|---|--|
| 3 | Ilham Hidayat, (2016), Pengaruh Lingkungan Kerja dan Kompensasi Terhadap Kepuasan Kerja | Variabel Bebas : Lingkungan Kerja (X1) Kompensasi (X2) Variabel Terikat : Kepuasan Kerja (Y) | Metode analisis penelitian deskriptif dan verifikatif | Hasil penelitian menunjukkan bahwa terdapat pengaruh positif dan signifikan antara lingkungan kerja dan kompensasi terhadap kepuasan kerja karyawan. |
| 4 | Fauzi (2017), Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan | variabel bebas : kompensasi (X1) Lingkungan Kerja (X2) Variabel Terikat : Kepuasan Kerja (Y) | Metode analisis regresi linear berganda | Hasil penelitian menunjukkan bahwa kompensasi dan lingkungan kerja secara simultan dan parsial berpengaruh signifikan terhadap kepuasan kerja. |
| 5 | Raja Devi Ramadanita dan Kasmiruddin (2018), Pengaruh | Variabel Bebas : Kompensasi (X1), Lingkungan Kerja (X2) | Metode analisis regresi linear sederhana | Hasil penelitian menunjukkan variabel kompensasi berpengaruh signifikan terhadap |

| | | | | |
|---|--|---|---|---|
| | Kompensasi dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan | Variabel Terikat: Kepuasan Kerja (Y) | dan berganda | kepuasan kerja karyawan, sedangkan hasil uji f kompensasi dan lingkungan kerja secara simultan berpengaruh signifikan terhadap kepuasan kerja karyawan |
| 6 | Penelitian yang akan dilakukan (2020), Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan | Variabel Bebas : Kompensasi Finansial (X1), Lingkungan Kerja (X2) Variabel Terikat: Kepuasan Kerja (Y) | Metode analisis regresi linear berganda | Hasil dalam penelitian ini menunjukkan bahwa kompensasi finansial dan lingkungan kerja secara simultan berpengaruh positif dan signifikan terhadap kepuasan kerja karyawan pada CV All Season Furniture Mojosari. |

Lampiran 2 : Struktur Organisasi



Sumber : CV. All Seasons Furniture Mojosari

Lampiran 3 : Berita Acara Bimbingan Skripsi

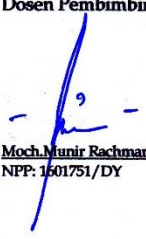
BERITA ACARA BIMBINGAN SKRIPSI

1. Nama Mahasiswa : Meylia Ayu Yulianti
2. NIM : 171500077
3. Program Studi : Manajemen
4. Tanggal Pengajuan Skripsi : 21 Oktober 2020
5. Judul Skripsi : Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada CV. All Seasons Furniture Mojosari
6. Dosen Pembimbing : 1. Moch. Munir Rachman, Drs.,
Ec., M.Si., Dr.
2. Dr. Edy Sulistiyawan, S.Si.,
M.Si.

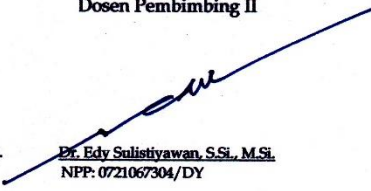
| NO | TANGGAL | MATERI BIMBINGAN | KET | TANDA TANGAN |
|-----|------------|------------------|---------------------|--|
| 1. | 21/10/2020 | Pengajuan Judul | ACC |  |
| 2. | 10/11/2020 | BABI & BAB II | REVISI | |
| 3. | 19/11/2020 | BABI | ACC | |
| 4. | 19/11/2020 | BAB II | REVISI | |
| 5. | 20/11/2020 | BAB II | REVISI | |
| 6. | 24/11/2020 | BAB II | ACC | |
| 7. | 14/12/2020 | BAB III | REVISI | |
| 8. | 07/01/2021 | BAB III | REVISI | |
| 9. | 13/01/2021 | BAB III | ACC & Lanjut Sempro | |
| 10. | 10/03/2021 | BAB IV | REVISI | |
| 11. | 10/03/2021 | BAB IV | REVISI | |
| 12. | 16/03/2021 | BAB IV | ACC | |
| 13. | 22/03/2021 | BAB V | ACC | |

7. Tanggal Selesai Menulis Skripsi : 22 Maret 2021

Dosen Pembimbing I


Moch. Munir Rachman, Drs. Ec. M.Si. Dr.
NPP: 1501751/DY

Surabaya, 22 Maret 2021
Dosen Pembimbing II


Dr. Edy Sulistiyawan, S.Si., M.Si.
NPP: 0721067304/DY


Lampiran 4 : Halaman Lembar Persetujuan Skripsi

LEMBAR PERSETUJUAN

Skripsi ini telah disetujui oleh dosen pembimbing dan layak untuk di uji:

Tanggal : 22 Maret 2021

Dosen Pembimbing I


Moch. Munir Rachman, Drs., Ec., M.Si., Dr.
NPP: 1601751/DY

Dosen Pembimbing II

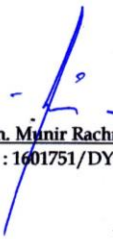

Dr. Edy Sulistiyawan, S.Si., M. Si
NPP : 0721067304/ DY

Lampiran 5 : Halaman Lembar Persetujuan Artikel

HALAMAN PERSETUJUAN ARTIKEL

Judul Artikel : Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap Kepuasan Kerja Pada CV. All Seasons Mojosari
Nama Mahasiswa : Meylia Ayu Yulianti
Prodi/NIM : Manajemen/171500077
Email : meyliaayu0@gmail.com

Surabaya, 24 Maret 2021
Dosen Pembimbing,



Moch. Munir Rachman, Drs., Ec., M.Si., Dr.
NPP : 1601751/DY

Lampiran 6 : Kuesioner Penelitian

Hal : Pengisian Kuesioner Penelitian

Kepada :

Yth. Bapak/ Ibu Karyawan

di

CV All Season Furniture

Mojosari

Dengan Hormat,

Dalam rangka memenuhi tugas akhir Perguruan Tinggi yang berkaitan dengan penelitian, saya mahasiswi Prodi Manajemen Fakultas Ekonomi dari Universitas PGRI Adi Buana Surabaya memohon kesediaan Bapak/Ibu untuk memberikan dukungan kepada saya dengan mengisi kuisisioner dibawah ini. Adapun judul penelitian saya tentang “Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada CV. All Season Furniture Mojosari”.

Kuesioner ini hanya dipergunakan untuk kepentingan akademis, sifatnya rahasia, terbatas dan tidak dipublikasikan. Atas kesediaan dan waktunya Bapak/ Ibu saya sampaikan terimakasih.

Surabaya,
Peneliti

Meylia Ayu Yulianti

I. Identitas Responden

1. Nama :.....(tidak wajib/dirahasiakan)
2. Usia : a). <25 Tahun c). 35-45 Tahun
b).25-35 Tahun d). >45 Tahun
3. Jenis Kelamin : Laki-Laki Perempuan
4. Pendidikan Terakhir : a). SMP c).SMA/SMK
b). Diploma d).Sarjana (S1)
5. Lama Masa Bekerja : a). < 2 Tahun c). 3 Tahun
b). 2 Tahun d). > 4 Tahun

Kuesioner Penelitian

Petunjuk Pengisian Kuisisioner :

Pilihlah jawaban yang sesuai pendapat Bapak / Ibu dengan memberi tanda (√) pada kolom yang tersedia dengan keterangan sebagai berikut :

| Keterangan | Arti | Angka |
|------------|---------------------|-------|
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| KS | Kurang Setuju | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

| No | Pernyataan | Pilihan Jawaban | | | | |
|------------------------------------|---|-----------------|---|----|----|-----|
| | | SS | S | KS | TS | STS |
| Variabel Kompensasi Finansial (X1) | | | | | | |
| Gaji X1.1 | | | | | | |
| 1. | Gaji yang diterima sesuai harapan. | | | | | |
| 2. | Gaji yang diterima memenuhi kebutuhan. | | | | | |
| 3. | Gaji yang diterima memuaskan. | | | | | |
| 4. | Gaji yang diterima sesuai pekerjaan. | | | | | |
| Bonus X1.2 | | | | | | |
| 1. | Bonus yang diterima sesuai harapan. | | | | | |
| 2. | Bonus yang diberikan secara adil. | | | | | |
| 3. | Bonus yang diterima tepat waktu. | | | | | |
| 4. | Bonus dapat meningkatkan kinerja. | | | | | |
| Insentif X1.3 | | | | | | |
| 1. | Insentif yang diberikan perusahaan dapat meningkatkan kepuasan kerja. | | | | | |
| 2. | Perusahaan memberikan insentif apabila telah menyelesaikan pekerjaan sesuai target. | | | | | |
| 3. | Insentif yang diberikan sesuai harapan. | | | | | |
| 4. | Pemberian insentif meningkatkan semangat dalam bekerja. | | | | | |
| Tunjangan X1.4 | | | | | | |
| 1. | Tunjangan yang diberikan sesuai harapan. | | | | | |
| 2. | Merasa puas dengan adanya tunjangan. | | | | | |
| 3. | Tunjangan yang diberikan secara adil. | | | | | |

| | | | | | | |
|--|---|--|--|--|--|--|
| 4. | Tunjangan membuat semangat dalam bekerja. | | | | | |
| Variabel Lingkungan Kerja (X2) | | | | | | |
| Penerangan Cahaya Di Tempat Kerja X2.1 | | | | | | |
| 1. | Penerangan dalam ruang kerja sangat penting. | | | | | |
| 2. | Penerangan cahaya tidak menyilaukan | | | | | |
| 3. | Penerangan cahaya memperlancar dalam menyelesaikan pekerjaan. | | | | | |
| 4. | Penerangan cahaya di tempat kerja cukup baik. | | | | | |
| Tempratur Di Tempat Kerja X2.2 | | | | | | |
| 1. | Tempratur di tempat kerja nyaman untuk bekerja | | | | | |
| 2. | Tempratur sudah memenuhi standar. | | | | | |
| 3. | Tempratur penting bagi karyawan dalam bekerja. | | | | | |
| 4. | Tempratur tidak mengganggu karyawan dalam bekerja. | | | | | |
| Keamanan Di Tempat Kerja X2.3 | | | | | | |
| 1. | Keselamatan kerja karyawan terjamin. | | | | | |
| 2. | Keamanan kerja karyawan selalu terjaga. | | | | | |
| 3. | Perusahaan menyediakan peralatan keamanan kerja. | | | | | |
| 4. | Perusahaan memperhatikan keamanan karyawan dalam bekerja. | | | | | |
| Kebersihan Di Tempat Kerja X2.4 | | | | | | |
| 1. | Menjaga kebersihan di tempat kerja | | | | | |
| 2. | Kondisi lingkungan kerja bersih. | | | | | |
| 3. | Kondisi lingkungan kerja nyaman. | | | | | |

| | | | | | | |
|-----------------------------------|--|--|--|--|--|--|
| 4. | Merasa nyaman jika tempat kerja bersih. | | | | | |
| Suara Bising Di Tempat Kerja X2.5 | | | | | | |
| 1. | Suara bising mengganggu pekerjaan. | | | | | |
| 2. | Suara bising mengganggu konsentrasi. | | | | | |
| 3. | Suara bising dapat mempengaruhi pekerjaan. | | | | | |
| 4. | Suara bising mempengaruhi kinerja. | | | | | |
| Variabel Kepuasan Kerja (Y) | | | | | | |
| Pekerjaan Y1.1 | | | | | | |
| 1. | Perusahaan memberikan informasi tentang jenis pekerjaan dengan jelas. | | | | | |
| 2. | Karyawan puas dengan tugas pekerjaan saat ini. | | | | | |
| 3. | Karyawan puas dengan pekerjaan yang sesuai keahlian dan pengalaman. | | | | | |
| 4. | Perusahaan memberikan pekerjaan sesuai keahlian yang dimiliki oleh karyawan. | | | | | |
| Pengawasan Y1.3 | | | | | | |
| 1. | Pengawasan dilaksanakan secara fleksibel. | | | | | |
| 2. | Pengawasan dilakukan secara rutin. | | | | | |
| 3. | Pengawasan penting bagi perusahaan. | | | | | |
| 4. | Pengawasan sesuai dengan peraturan. | | | | | |
| Rekan Kerja Y1.4 | | | | | | |
| 1. | Rekan kerja saling membantu. | | | | | |
| 2. | Rekan kerja saling menyemangati. | | | | | |
| 3. | Rekan kerja saling tolong-menolong. | | | | | |
| 4. | Rekan kerja saling mendukung. | | | | | |

Lampiran 7 : Berita Acara Seminar Proposal

Perihal : Ujian Proposal.

Kepada Yth :
Ketua Program Studi Manajemen
Fakultas Ekonomi dan Bisnis
Universitas PGRI Adi Buana Surabaya

Sehubungan telah selesainya kepembimbingan proposal penelitian (skripsi) semester Ganjil/
Genap 2020 / 2021, mohon mahasiswa tersebut dibawah ini:

Nama : MEYLIA AYU YULIANTI
NIM : 171500077
Program Studi : Manajemen
Judul Penelitian : PENGARUH KOMPENSASI FINANSIAL DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PADA CV ALL SEASON FURNITURE MOJOSARI

Untuk dapat mengikuti Ujian proposal pada :

Hari / Tanggal : /
Waktu :
Dosen Pembimbing : 1. Moch. Munir Rachman, Drs., Ec., M.Si., Dr.
2. Edy Sulistyawan, S.Si., M.Si., Dr.

Surabaya, 13 Januari 2021
Dosen Pembimbing,

Moch. Munir Rachman, Drs., Ec., M.Si., Dr.
NPP:1601751/DY

Catatan :

Apabila ada 2 (dua) pembimbing
Cukup ditanda tangani Pembimbing I

Lampiran 8 : Daftar Hadir Seminar Proposal



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI DAN BISNIS

Kampus : Jl. Dukuh Menanggal XII/4, Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.fe.uniprasby.ac.id>

BERITA ACARA UJIAN PROPOSAL SKRIPSI

Pada hari sabtu tanggal 30 bulan Januari tahun 2021 bertempat di Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya telah dilaksanakan Ujian Proposal Skripsi Semester Ganjil / Genap *) Tahun Akademik 2020/2021.

| | |
|----------------|--|
| Nama Mahasiswa | : Meylia Ayu Yulianti |
| NIM | : 171500077 |
| Program Studi | : Manajemen |
| Judul Proposal | : Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada CV. All Season Furniture Mojosari |

Dihadiri oleh :

| No | NIM | Nama Mahasiswa | Tanda Tangan |
|----|-----------|---------------------------|--------------|
| 1 | 171500081 | Nur Ul Umroh | |
| 2 | 171500103 | Yulyana Prihatin Ningsih | |
| 3 | 171500036 | Sindy Eka Prasetya | |
| 4 | 171500140 | Roobi'atul Adawiyah | |
| 5 | 171500116 | M. Fachrul Yulianto | |
| 6 | 171500216 | M. Sony Iqbal Priambodo | |
| 7 | 171500197 | Anindita Arel Yunesti | |
| 8 | 171500127 | Yulita Dewi Indaini | |
| 9 | 171500016 | Afiani Puji Rahayu | |
| 10 | 171500062 | Rosa Mitha Prasetya | |
| 11 | 171500162 | Tegar Sulaksono | |
| 12 | 171600079 | Pipit Cahyani Eka Saftiri | |
| 13 | 171500213 | Irvan Ulul Azmi | |
| 14 | 171500043 | Dela Tri Ramadani | |
| 15 | 171500106 | Alfi Syahrin | |

Surabaya, 16 Februari 2021

Penguji : Teguh Purwanto, Drs., M.M.

Pembimbing : 1. Moch. Munir Rachman, Drs., Ec., M.Si., Dr.

2. Edy Sulistyawan, S.Si., M., Si., Dr.

Lampiran 9 : Surat Ijin Penelitian



UNIVERSITAS PGRI ADI BUANA SURABAYA FAKULTAS EKONOMI DAN BISNIS

Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234

Website : <http://www.unipasby.ac.id>

Nomor : 200632 /01/FEB/ XI /2020
Lampiran : -
Perihal : Ijin Penelitian dan Pengambilan Data

Kepada Yth:
Bapak/Ibu Pimpinan
CV. All Season Furniture
Jl. Hayam Wuruk No.8
di -
Mojosari

Sesuai kurikulum Fakultas Ekonomi dan Bisnis Universitas PGRI Adi Buana Surabaya, maka mahasiswa wajib menulis Skripsi/Tugas Akhir dalam bentuk Laporan Penelitian dan Artikel Ilmiah. Berkaitan dengan hal tersebut mohon perkenan Bapak/Ibu untuk memberikan ijin penelitian kepada mahasiswa kami yang tersebut dibawah ini :

Nama : Meylia Ayu Yulianti
NIM : 171500077
Prodi : Manajemen
Judul Skripsi : Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada CV All Season Furniture Mojosari.

Demikian atas perkenan serta kebijaksanaan Bapak/Ibu kami sampaikan terima kasih.

Surabaya, 09 November 2020

Teguh Puwanto M.M.
NIP. 19601222.199003.1901

Lampiran 10 : Surat Keterangan Penelitian



CV. All Seasons Furniture
Jalan Hayam Wuruk No.08 Mojosari
Telp : 0811300568
Email : Fev.sinatra@yahoo.com

Mojosari, 16 November 2020

No : 028/011/20
Lampiran : -
Perihal : Surat Keterangan Penelitian

Kepada YTH.
Dekan Fakultas Ekonomi Universitas PGRI Adi Buana Surabaya
Ditempat

Dengan Hormat,

Melalui surat ini, kami CV. All Season Furniture Mojosari menginformasikan bahwa mahasiswa Universitas PGRI Adi Buana Surabaya :

Nama : Meylia Ayu Yulianti
NIM : 171590077
Prodi : Manajemen
Fakultas : Ekonomi

Telah melakukan penelitian di CV. All Season Furniture Mojosari dengan judul "**PENGARUH KOMPENSASI FINANSIAL DAN LINGKUNGAN KERJA TERHADAP KEMPUNYAN KERJA KARYAWAN PADA CV. ALL SEASON FURNITURE MOJOSARI**".

Demikian surat keterangan ini kami buat untuk dipergunakan sebagaimana mestinya.

Hormat Kami
Pimpinan

all seasons
PENGARUH KOMPENSASI FINANSIAL TERHADAP KEMPUNYAN KERJA KARYAWAN PADA CV. ALL SEASON FURNITURE MOJOSARI
WIBOWO CANDIA
Wibowo Candia

Lampiran 11 : Surat Pengantar Plagiasi



FAKULTAS EKONOMI
UNIVERSITAS PGRI ADI BUANA SURABAYA
Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.unipasby.ac.id>

SURAT PENGANTAR PLAGIASI

Yang bertanda tangan dibawah ini:


Nama Dosen : 1. Moch. Munir Rachman, Drs., Ec., M.Si., Dr
2. Edy Sulistiyawan, S.Si., M.Si., Dr

Menerangkan bahwa artikel ilmiah atas:

Nama Mahasiswa : Meylia Ayu Yulianti
NIM : 171500077
Prodi : Manajemen
Judul : Pengaruh Kompensasi Finansial dan Lingkungan Kerja Terhadap
Kepuasan Kerja Pada CV. All Seasons Mojosari

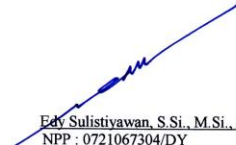
Telah memenuhi syarat untuk dilakukan cek plagiasi

Dosen Pembimbing I


Moch. Munir Rachman, Drs., Ec., M.Si., Dr
NPP : 1601751/DY

Surabaya, 28 April 2021

Dosen Pembimbing II


Edy Sulistiyawan, S.Si., M.Si., Dr
NPP : 0721067304/DY

Lampiran 12 : Surat Pernyataan Bebas Plagiasi



FAKULTAS EKONOMI DAN BISNIS
UNIVERSITAS PGRI ADI BUANA SURABAYA
Kampus : Jl. Dukuh Menanggal XII/4 , Telp- Fax. 031-8281183 Surabaya 60234
Website : <http://www.unipasby.ac.id>

SURAT PERNYATAAN BEBAS PLAGIASI

Yang bertanda tangan di bawah ini :
Nama : I Made Bagus Dwiarta, S.E., M.M.
Jabatan : Ketua Program Studi Manajemen

Menyatakan bahwa :

Nama : Meylia Ayu Yulianti
NIM : 171500077
Prodi : Manajemen

telah melakukan uji plagiasi dengan judul artikel PENGARUH KOMPENSASI FINANSIAL DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA PADA CV. ALL SEASONS MOJOSARI, dengan hasil Similarity Index 21% sehingga layak untuk mengikuti sidang skripsi.

Demikian surat pernyataan ini kami buat untuk dipergunakan sebagaimana mestinya.

Surabaya, 04 Mei 2021
Ketua Program Studi Manajemen,
I Made Bagus Dwiarta, S.E., M.M.

Lampiran 13 : Distribusi Frekuensi Jawaban Responden

a. Variabel Kompensasi Finansial (X1)

1. Indikator Gaji

| | | Statistics | | | |
|----------------|---------|------------|--------|--------|--------|
| | | X1.1 | X1.2 | X1.3 | X1.4 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0000 | 3.9615 | 4.0577 | 4.0000 |
| Mode | | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .94972 | .94892 | .99830 | .90749 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.0000 | 2.0000 | 2.0000 | 2.3000 |
| | 15 | 3.0000 | 2.9500 | 2.9500 | 3.0000 |
| | 20 | 3.0000 | 3.6000 | 3.6000 | 3.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 5.0000 | 4.1000 | 5.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

| | | X1.1 | | | Cumulative |
|-------|-------|-----------|---------|---------------|------------|
| | | Frequency | Percent | Valid Percent | Percent |
| Valid | 2.00 | 6 | 11.5 | 11.5 | 11.5 |
| | 3.00 | 5 | 9.6 | 9.6 | 21.2 |
| | 4.00 | 24 | 46.2 | 46.2 | 67.3 |
| | 5.00 | 17 | 32.7 | 32.7 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X1.2 | | | Cumulative |
|-------|-------|-----------|---------|---------------|------------|
| | | Frequency | Percent | Valid Percent | Percent |
| Valid | 2.00 | 7 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 3 | 5.8 | 5.8 | 19.2 |
| | 4.00 | 27 | 51.9 | 51.9 | 71.2 |
| | 5.00 | 15 | 28.8 | 28.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X1.3 | | | Cumulative |
|-------|-------|-----------|---------|---------------|------------|
| | | Frequency | Percent | Valid Percent | Percent |
| Valid | 2.00 | 7 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 3 | 5.8 | 5.8 | 19.2 |
| | 4.00 | 22 | 42.3 | 42.3 | 61.5 |
| | 5.00 | 20 | 38.5 | 38.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X1.4 | | | Cumulative |
|-------|-------|-----------|---------|---------------|------------|
| | | Frequency | Percent | Valid Percent | Percent |
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 6 | 11.5 | 11.5 | 21.2 |
| | 4.00 | 25 | 48.1 | 48.1 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

2. Indikator Bonus

| | | Statistics | | | |
|----------------|---------|------------|--------|---------|--------|
| | | X1.5 | X1.6 | X1.7 | X1.8 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0192 | 4.0769 | 4.0000 | 4.0000 |
| Mode | | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .95979 | .98710 | 1.02899 | .94972 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.0000 | 2.0000 | 2.0000 | 2.0000 |
| | 15 | 3.0000 | 2.9500 | 2.0000 | 3.0000 |
| | 20 | 3.0000 | 4.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |

| | | X1.5 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 6 | 11.5 | 11.5 | 11.5 |
| | 3.00 | 5 | 9.6 | 9.6 | 21.2 |
| | 4.00 | 23 | 44.2 | 44.2 | 65.4 |
| | 5.00 | 18 | 34.6 | 34.6 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X1.6 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 7 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 2 | 3.8 | 3.8 | 17.3 |
| | 4.00 | 23 | 44.2 | 44.2 | 61.5 |
| | 5.00 | 20 | 38.5 | 38.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X1.7 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 8 | 15.4 | 15.4 | 15.4 |
| | 3.00 | 3 | 5.8 | 5.8 | 21.2 |
| | 4.00 | 22 | 42.3 | 42.3 | 63.5 |
| | 5.00 | 19 | 36.5 | 36.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X1.8 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 6 | 11.5 | 11.5 | 11.5 |
| | 3.00 | 5 | 9.6 | 9.6 | 21.2 |
| | 4.00 | 24 | 46.2 | 46.2 | 67.3 |
| | 5.00 | 17 | 32.7 | 32.7 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

3. Indikator Insentif

| | | Statistics | | | |
|----------------|---------|-------------------|--------|---------|--------|
| | | X1.9 | X1.10 | X1.11 | X1.12 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0192 | 3.9423 | 4.0769 | 3.9615 |
| Mode | | 4.00 | 4.00 | 5.00 | 4.00 |
| Std. Deviation | | .93914 | .95821 | 1.08187 | .96936 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.3000 | 2.0000 | 2.0000 | 2.0000 |
| | 15 | 3.0000 | 2.0000 | 2.0000 | 2.9500 |
| | 20 | 3.0000 | 4.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 5.0000 | 4.0000 |
| | 70 | 5.0000 | 4.0000 | 5.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |

X1.9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 7 | 13.5 | 13.5 | 23.1 |
| | 4.00 | 22 | 42.3 | 42.3 | 65.4 |
| | 5.00 | 18 | 34.6 | 34.6 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X1.10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 8 | 15.4 | 15.4 | 15.4 |
| | 3.00 | 1 | 1.9 | 1.9 | 17.3 |
| | 4.00 | 29 | 55.8 | 55.8 | 73.1 |
| | 5.00 | 14 | 26.9 | 26.9 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X1.11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 8 | 15.4 | 15.4 | 15.4 |
| | 3.00 | 4 | 7.7 | 7.7 | 23.1 |
| | 4.00 | 16 | 30.8 | 30.8 | 53.8 |
| | 5.00 | 24 | 46.2 | 46.2 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X1.12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 7 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 4 | 7.7 | 7.7 | 21.2 |
| | 4.00 | 25 | 48.1 | 48.1 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

4. Indikator Tunjangan

| | | Statistics | | | |
|----------------|---------|-------------------|---------|-------------------|--------|
| | | X1.13 | X1.14 | X1.15 | X1.16 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0385 | 4.0000 | 4.0385 | 3.9808 |
| Mode | | 4.00 | 4.00 | 4.00 ^a | 4.00 |
| Std. Deviation | | 1.02826 | 1.00976 | 1.06571 | .85154 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.0000 | 2.0000 | 2.0000 | 2.3000 |
| | 15 | 2.0000 | 2.9500 | 2.0000 | 3.0000 |
| | 20 | 3.6000 | 3.0000 | 3.6000 | 4.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.8000 | 4.0000 |
| | 70 | 5.0000 | 5.0000 | 5.0000 | 4.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

a. Multiple modes exist. The smallest value is shown

X1.13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 8 | 15.4 | 15.4 | 15.4 |
| | 3.00 | 2 | 3.8 | 3.8 | 19.2 |
| | 4.00 | 22 | 42.3 | 42.3 | 61.5 |
| | 5.00 | 20 | 38.5 | 38.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X1.14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 7 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 5 | 9.6 | 9.6 | 23.1 |
| | 4.00 | 21 | 40.4 | 40.4 | 63.5 |
| | 5.00 | 19 | 36.5 | 36.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X1.15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 9 | 17.3 | 17.3 | 17.3 |
| | 3.00 | 1 | 1.9 | 1.9 | 19.2 |
| | 4.00 | 21 | 40.4 | 40.4 | 59.6 |
| | 5.00 | 21 | 40.4 | 40.4 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X1.16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 4 | 7.7 | 7.7 | 17.3 |
| | 4.00 | 30 | 57.7 | 57.7 | 75.0 |
| | 5.00 | 13 | 25.0 | 25.0 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

b. Variabel Lingkungan Kerja (X2)

1. Indikator Penerangan Cahaya di Tempat Kerja

| | | Statistics | | | |
|----------------|---------|-------------------|--------|--------|--------|
| | | X2.1 | X2.2 | X2.3 | X2.4 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 3.9808 | 4.0769 | 3.9423 | 4.1731 |
| Mode | | 4.00 | 5.00 | 4.00 | 5.00 |
| Std. Deviation | | .98000 | .92559 | .87253 | .90144 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.0000 | 3.0000 | 2.3000 | 3.0000 |
| | 15 | 2.9500 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 3.0000 | 4.0000 | 3.2500 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.8000 | 4.0000 | 5.0000 |
| | 70 | 5.0000 | 5.0000 | 4.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |

| | | X2.1 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 7 | 13.5 | 13.5 | 13.5 |
| | 3.00 | 4 | 7.7 | 7.7 | 21.2 |
| | 4.00 | 24 | 46.2 | 46.2 | 67.3 |
| | 5.00 | 17 | 32.7 | 32.7 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.2 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 11 | 21.2 | 21.2 | 26.9 |
| | 4.00 | 17 | 32.7 | 32.7 | 59.6 |
| | 5.00 | 21 | 40.4 | 40.4 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.3 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 6 | 11.5 | 11.5 | 21.2 |
| | 4.00 | 28 | 53.8 | 53.8 | 75.0 |
| | 5.00 | 13 | 25.0 | 25.0 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.4 | | | |
|-------|-------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 2 | 3.8 | 3.8 | 3.8 |
| | 3.00 | 11 | 21.2 | 21.2 | 25.0 |
| | 4.00 | 15 | 28.8 | 28.8 | 53.8 |
| | 5.00 | 24 | 46.2 | 46.2 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

2. Indikator Temperatur di Tempat Kerja

| | | Statistics | | | |
|----------------|---------|------------|--------|--------|--------|
| | | X2.5 | X2.6 | X2.7 | X2.8 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 3.9038 | 4.0769 | 4.0000 | 4.0577 |
| Mode | | 4.00 | 5.00 | 4.00 | 4.00 |
| Std. Deviation | | .86907 | .94653 | .86319 | .89472 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.3000 | 3.0000 | 3.0000 | 3.0000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 3.2500 | 3.2500 | 3.2500 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.8000 | 4.0000 | 4.0000 |
| | 70 | 4.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

| | | X2.5 | | | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 7 | 13.5 | 13.5 | 23.1 |
| | 4.00 | 28 | 53.8 | 53.8 | 76.9 |
| | 5.00 | 12 | 23.1 | 23.1 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.6 | | | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 2.00 | 4 | 7.7 | 7.7 | 7.7 |
| | 3.00 | 9 | 17.3 | 17.3 | 25.0 |
| | 4.00 | 18 | 34.6 | 34.6 | 59.6 |
| | 5.00 | 21 | 40.4 | 40.4 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.7 | | | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 10 | 19.2 | 19.2 | 25.0 |
| | 4.00 | 23 | 44.2 | 44.2 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.8 | | | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 10 | 19.2 | 19.2 | 25.0 |
| | 4.00 | 20 | 38.5 | 38.5 | 63.5 |
| | 5.00 | 19 | 36.5 | 36.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

3. Indikator Keamanan di Tempat Kerja

| | | Statistics | | | |
|----------------|---------|------------|--------|--------|--------|
| | | X2.9 | X2.10 | X2.11 | X2.12 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0192 | 4.0769 | 4.0385 | 3.9808 |
| Mode | | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .85154 | .94653 | .83927 | .85154 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 3.0000 | 2.3000 | 3.0000 | 3.0000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.6000 | 3.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 4.1000 | 5.0000 | 5.0000 | 4.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

X2.9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 7.7 | 7.7 | 7.7 |
| | 3.00 | 6 | 11.5 | 11.5 | 19.2 |
| | 4.00 | 27 | 51.9 | 51.9 | 71.2 |
| | 5.00 | 15 | 28.8 | 28.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X2.10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 6 | 11.5 | 11.5 | 21.2 |
| | 4.00 | 21 | 40.4 | 40.4 | 61.5 |
| | 5.00 | 20 | 38.5 | 38.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X2.11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 8 | 15.4 | 15.4 | 21.2 |
| | 4.00 | 25 | 48.1 | 48.1 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X2.12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 7.7 | 7.7 | 7.7 |
| | 3.00 | 7 | 13.5 | 13.5 | 21.2 |
| | 4.00 | 27 | 51.9 | 51.9 | 73.1 |
| | 5.00 | 14 | 26.9 | 26.9 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

4. Indikator Kebersihan di Tempat Kerja

| | | Statistics | | | |
|----------------|---------|------------|--------|--------|--------|
| | | X2.13 | X2.14 | X2.15 | X2.16 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0769 | 3.9615 | 4.0577 | 3.9231 |
| Mode | | 4.00 | 4.00 | 5.00 | 4.00 |
| Std. Deviation | | .81279 | .92803 | .99830 | .88220 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 3.0000 | 2.3000 | 2.0000 | 2.3000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 4.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 3.2500 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.8000 | 4.0000 |
| | 70 | 5.0000 | 5.0000 | 5.0000 | 4.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

X2.13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 6 | 11.5 | 11.5 | 17.3 |
| | 4.00 | 27 | 51.9 | 51.9 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X2.14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 8 | 15.4 | 15.4 | 25.0 |
| | 4.00 | 23 | 44.2 | 44.2 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X2.15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 6 | 11.5 | 11.5 | 11.5 |
| | 3.00 | 6 | 11.5 | 11.5 | 23.1 |
| | 4.00 | 19 | 36.5 | 36.5 | 59.6 |
| | 5.00 | 21 | 40.4 | 40.4 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

X2.16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 7 | 13.5 | 13.5 | 23.1 |
| | 4.00 | 27 | 51.9 | 51.9 | 75.0 |
| | 5.00 | 13 | 25.0 | 25.0 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

5. Indikator Kebisingan di Tempat Kerja

| | | Statistics | | | |
|----------------|---------|-------------------|--------|--------|--------|
| | | X2.17 | X2.18 | X2.19 | X2.20 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.1154 | 4.0385 | 4.0577 | 4.0769 |
| Mode | | 5.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .96312 | .83927 | .87253 | .85969 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.0000 | 3.0000 | 3.0000 | 4.0000 |
| | 25 | 3.2500 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 5.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

| | | X2.17 | | | |
|-------|-------|--------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 4 | 7.7 | 7.7 | 7.7 |
| | 3.00 | 9 | 17.3 | 17.3 | 25.0 |
| | 4.00 | 16 | 30.8 | 30.8 | 55.8 |
| | 5.00 | 23 | 44.2 | 44.2 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.18 | | | |
|-------|-------|--------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 8 | 15.4 | 15.4 | 21.2 |
| | 4.00 | 25 | 48.1 | 48.1 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.19 | | | |
|-------|-------|--------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 9 | 17.3 | 17.3 | 23.1 |
| | 4.00 | 22 | 42.3 | 42.3 | 65.4 |
| | 5.00 | 18 | 34.6 | 34.6 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | X2.20 | | | |
|-------|-------|--------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 4 | 7.7 | 7.7 | 7.7 |
| | 3.00 | 5 | 9.6 | 9.6 | 17.3 |
| | 4.00 | 26 | 50.0 | 50.0 | 67.3 |
| | 5.00 | 17 | 32.7 | 32.7 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

c. Variabel Kepuasan Kerja (Y)

1. Indikator Pekerjaan

| | | Statistics | | | |
|----------------|---------|------------|--------|--------|--------|
| | | Y.1 | Y.2 | Y.3 | Y.4 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 3.9231 | 4.0192 | 3.9615 | 4.0577 |
| Mode | | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .92559 | .91802 | .81557 | .89472 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 2.0000 | 2.3000 | 3.0000 | 3.0000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 3.2500 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 4.0000 | 5.0000 | 4.0000 | 5.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |

| | | Y.1 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 6 | 11.5 | 11.5 | 11.5 |
| | 3.00 | 6 | 11.5 | 11.5 | 23.1 |
| | 4.00 | 26 | 50.0 | 50.0 | 73.1 |
| | 5.00 | 14 | 26.9 | 26.9 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | Y.2 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 5 | 9.6 | 9.6 | 9.6 |
| | 3.00 | 6 | 11.5 | 11.5 | 21.2 |
| | 4.00 | 24 | 46.2 | 46.2 | 67.3 |
| | 5.00 | 17 | 32.7 | 32.7 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | Y.3 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 9 | 17.3 | 17.3 | 23.1 |
| | 4.00 | 27 | 51.9 | 51.9 | 75.0 |
| | 5.00 | 13 | 25.0 | 25.0 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

| | | Y.4 | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 10 | 19.2 | 19.2 | 25.0 |
| | 4.00 | 20 | 38.5 | 38.5 | 63.5 |
| | 5.00 | 19 | 36.5 | 36.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

2. Indikator Pengawasan

| | | Statistics | | | |
|----------------|---------|------------|--------|--------|--------|
| | | Y.9 | Y.10 | Y.11 | Y.12 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 3.9038 | 4.0577 | 4.1346 | 4.1731 |
| Mode | | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .69338 | .80229 | .84084 | .78519 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.0000 | 3.0000 | 3.0000 | 3.6000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 4.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 80 | 4.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 | |

Y.9

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 3.8 | 3.8 | 3.8 |
| | 3.00 | 9 | 17.3 | 17.3 | 21.2 |
| | 4.00 | 33 | 63.5 | 63.5 | 84.6 |
| | 5.00 | 8 | 15.4 | 15.4 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Y.10

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 3.8 | 3.8 | 3.8 |
| | 3.00 | 9 | 17.3 | 17.3 | 21.2 |
| | 4.00 | 25 | 48.1 | 48.1 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Y.11

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 2 | 3.8 | 3.8 | 3.8 |
| | 3.00 | 9 | 17.3 | 17.3 | 21.2 |
| | 4.00 | 21 | 40.4 | 40.4 | 61.5 |
| | 5.00 | 20 | 38.5 | 38.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Y.12

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.9 | 1.9 | 1.9 |
| | 3.00 | 9 | 17.3 | 17.3 | 19.2 |
| | 4.00 | 22 | 42.3 | 42.3 | 61.5 |
| | 5.00 | 20 | 38.5 | 38.5 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

3. Indikator Rekan Kerja

| | | Statistics | | | |
|----------------|---------|-------------------|--------|--------|--------|
| | | Y.13 | Y.14 | Y.15 | Y.16 |
| N | Valid | 52 | 52 | 52 | 52 |
| | Missing | 0 | 0 | 0 | 0 |
| Mean | | 4.0385 | 4.0577 | 3.9615 | 4.0000 |
| Mode | | 4.00 | 4.00 | 4.00 | 4.00 |
| Std. Deviation | | .88476 | .82637 | .79117 | .81650 |
| Minimum | | 2.00 | 2.00 | 2.00 | 2.00 |
| Maximum | | 5.00 | 5.00 | 5.00 | 5.00 |
| Percentiles | 10 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 15 | 3.0000 | 3.0000 | 3.0000 | 3.0000 |
| | 20 | 3.0000 | 3.6000 | 3.0000 | 3.0000 |
| | 25 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 30 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 40 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 50 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 60 | 4.0000 | 4.0000 | 4.0000 | 4.0000 |
| | 70 | 5.0000 | 5.0000 | 4.0000 | 4.0000 |
| | 80 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 90 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |
| | 100 | 5.0000 | 5.0000 | 5.0000 | 5.0000 |

Y.13

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 7.7 | 7.7 | 7.7 |
| | 3.00 | 7 | 13.5 | 13.5 | 21.2 |
| | 4.00 | 24 | 46.2 | 46.2 | 67.3 |
| | 5.00 | 17 | 32.7 | 32.7 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Y.14

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 7 | 13.5 | 13.5 | 19.2 |
| | 4.00 | 26 | 50.0 | 50.0 | 69.2 |
| | 5.00 | 16 | 30.8 | 30.8 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Y.15

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 8 | 15.4 | 15.4 | 21.2 |
| | 4.00 | 29 | 55.8 | 55.8 | 76.9 |
| | 5.00 | 12 | 23.1 | 23.1 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Y.16

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 3 | 5.8 | 5.8 | 5.8 |
| | 3.00 | 8 | 15.4 | 15.4 | 21.2 |
| | 4.00 | 27 | 51.9 | 51.9 | 73.1 |
| | 5.00 | 14 | 26.9 | 26.9 | 100.0 |
| | Total | 52 | 100.0 | 100.0 | |

Lampiran 14 : Frekuensi Identitas Responden

a. Berdasarkan Jenis Kelamin

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | Laki-laki | 37 | 71.2 | 71.2 |
| | Perempuan | 15 | 28.8 | 100 |
| | Total | 52 | 100 | 100 |

Sumber: Data Yang Diolah (Output SPSS)

b. Berdasarkan Umur

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------------|---------|---------------|--------------------|
| Valid | < 25 Tahun | 12 | 23.1 | 23.1 |
| | 25 s/d 35 Tahun | 17 | 32.7 | 55.8 |
| | 35 s/d 45 Tahun | 15 | 28.8 | 84.6 |
| | > 45 Tahun | 8 | 15.4 | 100 |
| | Total | 52 | 100 | 100 |

Sumber: Data Yang Diolah (Output SPSS)

c. Berdasarkan Tingkat Pendidikan

| | 3.5.2 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | SMP | 6 | 11.5 | 11.5 | 11.5 |
| | SMA/SMK | 25 | 48.1 | 48.1 | 59.6 |
| | DIPLOMA | 9 | 17.3 | 17.3 | 76.9 |
| | SARJANA | 12 | 23.1 | 23.1 | 100 |
| | Total | 52 | 100 | 100 | |

Sumber: Data Yang Diolah (Output SPSS)

d. Berdasarkan Lama Bekerja

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | < 2 Tahun | 11 | 21.2 | 21.2 | 21.2 |
| | 2 s/d 4 Tahun | 22 | 42.3 | 42.3 | 63.5 |
| | > 4 Tahun | 19 | 36.5 | 36.5 | 100 |
| | Total | 52 | 100 | 100 | |

Sumber: Data Yang Diolah (Output SPSS)

Lampiran 15 : Tabulasi Data

| No. Resp | Kompensasi Finansial (X1) | | | | | | | | | | | | | | | | |
|-------------|---------------------------|---|---|---|-------|---|---|---|----------|---|---|---|-----------|---|---|---|-------------|
| | Gaji | | | | Bonus | | | | Insentif | | | | Tunjangan | | | | TOTAL X1 |
| | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | |
| 1 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 70 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 69 |
| 3 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 73 |
| 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 73 |
| 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 62 |
| 6 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 70 |
| 7 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 72 |
| 8 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 70 |
| 9 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 71 |
| 10 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 69 |
| 11 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 69 |
| 12 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 68 |
| 13 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 67 |

| | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 14 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 73 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 16 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 68 |
| 17 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 75 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 71 |
| 19 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 71 |
| 20 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 61 |
| 21 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 76 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 62 |
| 23 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 74 |
| 24 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 70 |
| 25 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 75 |
| 26 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 71 |
| 27 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 72 |
| 28 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 71 |
| 29 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 73 |
| 30 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 56 |

| | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 48 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 69 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 77 |
| 50 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 38 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 69 |
| 52 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 58 |

| No. Resp | Lingkungan Kerja (X2) | | | | | | | | | | | | | | | | | | | | |
|-------------|-----------------------|---|---|---|------------|---|---|---|----------|---|---|---|------------|---|---|---|------------|---|---|---|-------------|
| | Penerangan | | | | Temperatur | | | | Keamanan | | | | Kebersihan | | | | Kebisingan | | | | TOTAL X2 |
| | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | |
| 1 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 89 |
| 2 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 88 |
| 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 84 |
| 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 86 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 88 |
| 6 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 88 |
| 7 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 89 |
| 8 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 86 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 84 |
| 10 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 87 |
| 11 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 97 |
| 12 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 90 |
| 13 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 91 |
| 14 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 87 |
| 15 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 78 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 86 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 90 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 89 |
| 19 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 86 |
| 20 | 4 | 3 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 75 |
| 21 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 89 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 22 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 90 |
| 23 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 90 |
| 24 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 25 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 88 |
| 26 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 96 |
| 27 | 3 | 5 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 78 |
| 28 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 72 |
| 29 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 30 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 88 |
| 31 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 43 |
| 32 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 92 |
| 33 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 94 |
| 34 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 3 | 49 |
| 35 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 47 |
| 36 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 93 |
| 37 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 70 |
| 38 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 88 |
| 39 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 56 |
| 40 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 47 |
| 41 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 97 |
| 42 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 89 |
| 43 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 95 |
| 44 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 90 |
| 45 | 2 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 66 |
| 46 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 55 |
| 47 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 53 |
| 48 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 71 |

| | | | | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 49 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 91 |
| 50 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 53 |
| 51 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 70 |
| 52 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 91 |

| No. Resp | Kepuasan Kerja (Y) | | | | | | | | | | | | TOTAL Y |
|----------|--------------------|---|---|---|------------|---|---|---|-------------|---|---|---|---------|
| | Pekerjaan | | | | Pengawasan | | | | Rekan Kerja | | | | |
| | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | |
| 1 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 54 |
| 2 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 53 |
| 3 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 53 |
| 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 54 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 54 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 54 |
| 7 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 51 |
| 9 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 54 |
| 10 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 53 |
| 11 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 56 |
| 12 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 53 |
| 13 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 54 |
| 14 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 53 |
| 15 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 52 |
| 16 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 4 | 4 | 50 |
| 17 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 53 |

| | | | | | | | | | | | | | |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 40 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 29 |
| 41 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 51 |
| 42 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 52 |
| 43 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 39 |
| 44 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 54 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 33 |
| 46 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 35 |
| 47 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 32 |
| 48 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 51 |
| 49 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 51 |
| 50 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 31 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 45 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 53 |

Lampiran 16 : Uji Instrumen Penelitian

Uji Validitas

a. Variabel Kompensasi Finansial (X_1)

1. Indikator Gaji

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .927 | 4 |

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X1.1 | 4.0000 | .94972 | 52 |
| X1.2 | 3.9615 | .94892 | 52 |
| X1.3 | 4.0577 | .99830 | 52 |
| X1.4 | 4.0000 | .90749 | 52 |

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.1 | 12.0192 | 6.882 | .826 | .907 |
| X1.2 | 12.0577 | 7.075 | .778 | .923 |
| X1.3 | 11.9615 | 6.351 | .905 | .880 |
| X1.4 | 12.0192 | 7.117 | .818 | .910 |

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0192 | 11.902 | 3.44987 | 4 |

2. Indikator Bonus

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .925 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X1.5 | 4.0192 | .95979 | 52 |
| X1.6 | 4.0769 | .98710 | 52 |
| X1.7 | 4.0000 | 1.02899 | 52 |
| X1.8 | 4.0000 | .94972 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.5 | 12.0769 | 7.367 | .827 | .902 |
| X1.6 | 12.0192 | 7.274 | .817 | .906 |
| X1.7 | 12.0962 | 6.834 | .875 | .886 |
| X1.8 | 12.0962 | 7.579 | .787 | .915 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0962 | 12.598 | 3.54942 | 4 |

3. Indikator Insentif

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .915 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| X1.9 | 4.0192 | .93914 | 52 |
| X1.10 | 3.9423 | .95821 | 52 |
| X1.11 | 4.0769 | 1.08187 | 52 |
| X1.12 | 3.9615 | .96936 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.9 | 11.9808 | 7.509 | .793 | .895 |
| X1.10 | 12.0577 | 7.232 | .838 | .879 |
| X1.11 | 11.9231 | 6.896 | .775 | .904 |
| X1.12 | 12.0385 | 7.214 | .829 | .882 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0000 | 12.471 | 3.53137 | 4 |

4. Indikator Tunjangan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .937 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| X1.13 | 4.0385 | 1.02826 | 52 |
| X1.14 | 4.0000 | 1.00976 | 52 |
| X1.15 | 4.0385 | 1.06571 | 52 |
| X1.16 | 3.9808 | .85154 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X1.13 | 12.0192 | 7.117 | .922 | .893 |
| X1.14 | 12.0577 | 7.585 | .832 | .923 |
| X1.15 | 12.0192 | 6.921 | .923 | .893 |
| X1.16 | 12.0769 | 8.778 | .739 | .951 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0577 | 13.232 | 3.63757 | 4 |

b. Variabel Lingkungan Kerja (X2)

1. Indikator Penerangan Cahaya di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .899 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X2.1 | 3.9808 | .98000 | 52 |
| X2.2 | 4.0769 | .92559 | 52 |
| X2.3 | 3.9423 | .87253 | 52 |
| X2.4 | 4.1731 | .90144 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.1 | 12.1923 | 5.649 | .818 | .855 |
| X2.2 | 12.0962 | 6.049 | .772 | .872 |
| X2.3 | 12.2308 | 6.456 | .723 | .889 |
| X2.4 | 12.0000 | 6.078 | .794 | .864 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.1731 | 10.420 | 3.22807 | 4 |

2. Indikator Temperatur di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .873 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| X2.5 | 3.9038 | .86907 | 52 |
| X2.6 | 4.0769 | .94653 | 52 |
| X2.7 | 4.0000 | .86319 | 52 |
| X2.8 | 4.0577 | .89472 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.5 | 12.1346 | 5.648 | .690 | .852 |
| X2.6 | 11.9615 | 5.253 | .715 | .843 |
| X2.7 | 12.0385 | 5.489 | .747 | .830 |
| X2.8 | 11.9808 | 5.313 | .761 | .824 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0385 | 9.253 | 3.04194 | 4 |

3. Indikator Keamanan di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .882 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| X2.9 | 4.0192 | .85154 | 52 |
| X2.10 | 4.0769 | .94653 | 52 |
| X2.11 | 4.0385 | .83927 | 52 |
| X2.12 | 3.9808 | .85154 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.9 | 12.0962 | 5.226 | .785 | .833 |
| X2.10 | 12.0385 | 5.136 | .693 | .871 |
| X2.11 | 12.0769 | 5.523 | .704 | .863 |
| X2.12 | 12.1346 | 5.178 | .801 | .826 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.1154 | 9.006 | 3.00101 | 4 |

4. Indikator Kebersihan di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .877 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| X2.13 | 4.0769 | .81279 | 52 |
| X2.14 | 3.9615 | .92803 | 52 |
| X2.15 | 4.0577 | .99830 | 52 |
| X2.16 | 3.9231 | .88220 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.13 | 11.9423 | 5.977 | .752 | .838 |
| X2.14 | 12.0577 | 5.585 | .725 | .846 |
| X2.15 | 11.9615 | 5.253 | .738 | .843 |
| X2.16 | 12.0962 | 5.736 | .737 | .841 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0192 | 9.627 | 3.10275 | 4 |

5. Indikator Kebisingan di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .879 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|--------|----------------|----|
| X2.17 | 4.1154 | .96312 | 52 |
| X2.18 | 4.0385 | .83927 | 52 |
| X2.19 | 4.0577 | .87253 | 52 |
| X2.20 | 4.0769 | .85969 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| X2.17 | 12.1731 | 5.244 | .684 | .869 |
| X2.18 | 12.2500 | 5.446 | .776 | .831 |
| X2.19 | 12.2308 | 5.397 | .748 | .841 |
| X2.20 | 12.2115 | 5.425 | .756 | .838 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.2885 | 9.190 | 3.03145 | 4 |

c. Variabel Kepuasan Kerja (Y)

1. Indikator Pekerjaan

| Case Processing Summary | | | |
|-------------------------|-----------------------|----|-------|
| | | N | % |
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

| Reliability Statistics | |
|------------------------|------------|
| Cronbach's Alpha | N of Items |
| .906 | 4 |

| Item Statistics | | | |
|-----------------|--------|----------------|----|
| | Mean | Std. Deviation | N |
| Y.1 | 3.9231 | .92559 | 52 |
| Y.2 | 4.0192 | .91802 | 52 |
| Y.3 | 3.9615 | .81557 | 52 |
| Y.4 | 4.0577 | .89472 | 52 |

| Item-Total Statistics | | | | |
|-----------------------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| Y.1 | 12.0385 | 5.449 | .827 | .865 |
| Y.2 | 11.9423 | 5.467 | .832 | .863 |
| Y.3 | 12.0000 | 6.196 | .744 | .895 |
| Y.4 | 11.9038 | 5.814 | .757 | .890 |

| Scale Statistics | | | | |
|------------------|----------|----------------|------------|--|
| Mean | Variance | Std. Deviation | N of Items | |
| 15.9615 | 9.881 | 3.14338 | 4 | |

2. Indikator Pengawasan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .863 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| Y.9 | 3.9038 | .69338 | 52 |
| Y.10 | 4.0577 | .80229 | 52 |
| Y.11 | 4.1346 | .84084 | 52 |
| Y.12 | 4.1731 | .78519 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y.9 | 12.3654 | 4.354 | .729 | .822 |
| Y.10 | 12.2115 | 4.013 | .712 | .826 |
| Y.11 | 12.1346 | 3.962 | .680 | .841 |
| Y.12 | 12.0962 | 4.010 | .737 | .815 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.2692 | 6.946 | 2.63547 | 4 |

3. Indikator Rekan Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .877 | 4 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|--------|----------------|----|
| Y.13 | 4.0385 | .88476 | 52 |
| Y.14 | 4.0577 | .82637 | 52 |
| Y.15 | 3.9615 | .79117 | 52 |
| Y.16 | 4.0000 | .81650 | 52 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Y.13 | 12.0192 | 4.607 | .702 | .857 |
| Y.14 | 12.0000 | 4.627 | .772 | .827 |
| Y.15 | 12.0962 | 4.873 | .732 | .844 |
| Y.16 | 12.0577 | 4.761 | .737 | .841 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|---------|----------|----------------|------------|
| 16.0577 | 8.055 | 2.83821 | 4 |

Uji Reliabilitas

a. Variabel Kompensasi Finansial (X1)

1. Indikator Gaji

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .927 | 4 |

2. Indikator Bonus

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .925 | 4 |

3. Indikator Insentif

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .915 | 4 |

4. Indikator Tunjangan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .937 | 4 |

b. Variabel Lingkungan Kerja (X2)

1. Indikator Penerangan Cahaya di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .899 | 4 |

2. Indikator Temperatur di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .873 | 4 |

3. Indikator Keamanan di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .882 | 4 |

4. Indikator Kebersihan di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .877 | 4 |

5. Indikator Kebisingan di Tempat Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .879 | 4 |

c. Variabel Lingkungan Kerja (Y)

1. Indikator Pekerjaan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .906 | 4 |

2. Indikator Pengawasan

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .863 | 4 |

3. Indikator Rekan Kerja

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 52 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 52 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .877 | 4 |

Lampiran 17 : Uji Asumsi Klasik

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 52 |
| Normal Parameters ^{a,b} | Mean | 0E-7 |
| | Std. Deviation | 4.44480953 |
| | Absolute | .145 |
| Most Extreme Differences | Positive | .113 |
| | Negative | -.145 |
| Kolmogorov-Smirnov Z | | 1.048 |
| Asymp. Sig. (2-tailed) | | .222 |

- a. Test distribution is Normal.
- b. Calculated from data.

2. Uji Multikolinieritas

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|---------------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Kompensasi Finansial (X1) | .284 | 3.526 |
| | Lingkungan Kerja (X2) | .284 | 3.526 |

- a. Dependent Variable: Kepuasan Kerja (Y)

3. Uji Autokorelasi

Model Summary^b

| Model | Durbin-Watson |
|-------|--------------------|
| 1 | 1.905 ^a |

a. Predictors: (Constant), Lingkungan Kerja (X2), Kompensasi Finansial (X1)

b. Dependent Variable: Kepuasan Kerja (Y)

4. Uji Heterokedastisitas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-----------------------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 2.253 | 2.376 | | .948 | .348 |
| 1 Kompensasi Finansial (X1) | -.046 | .059 | -.210 | -.789 | .434 |
| Lingkungan Kerja (X2) | .049 | .054 | .239 | .897 | .374 |

a. Dependent Variable: ABS_RES

Lampiran 18 : Analisis Regresi Linier Berganda

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .844 ^a | .713 | .701 | 4.53461 |

a. Predictors: (Constant), Lingkungan Kerja (X2), Kompensasi Finansial (X1)

Coefficients^a

| Model | | Unstandardized Coefficients | |
|-------|---------------------------|-----------------------------|------------|
| | | B | Std. Error |
| | (Constant) | 11.113 | 3.509 |
| 1 | Kompensasi Finansial (X1) | .227 | .087 |
| | Lingkungan Kerja (X2) | .280 | .080 |

a. Dependent Variable: Kepuasan Kerja (Y)

Lampiran 19 : Uji Hipotesis

1. Uji-t (Parsial)

Coefficients^a

| Model | | t | Sig. |
|-------|---------------------------|-------|------|
| | (Constant) | 3.167 | .003 |
| 1 | Kompensasi Finansial (X1) | 2.616 | .012 |
| | Lingkungan Kerja (X2) | 3.489 | .001 |

a. Dependent Variable: Kepuasan Kerja (Y)

2. Uji-f (Simultan)

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| | Regression | 2499.100 | 2 | 1249.550 | 60.768 | .000 ^b |
| 1 | Residual | 1007.573 | 49 | 20.563 | | |
| | Total | 3506.673 | 51 | | | |

a. Dependent Variable: Kepuasan Kerja (Y)

b. Predictors: (Constant), Lingkungan Kerja (X2), Kompensasi Finansial (X1)