



LAMPIRAN :
Pengantar Kuesioner

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KUESIONER PENELITIAN PENGARUH KOMPENSASI, KEDISIPLINAN, DAN IKLIM KERJA TERHADAP KEPUASAN KERJA KARYAWAN CV. LISA JAYA MANDIRI FOOD JEMBER

Kepada Yth.

Sdr. Karyawan CV. Lisa Jaya Mandiri Food Jember

Di tempat

Berkaitan dengan kegiatan penelitian yang saya lakukan dengan judul **“Pengaruh Kompensasi, Kedisiplinan, dan Iklim Kerja Terhadap Kepuasan kerja Karyawan Pada CV. Lisa Jaya Mandiri Food Jember** sebagai salah satu syarat untuk memperoleh gelar sarjana Ekonomi pada Universitas Muhammadiyah Jember, maka dengan segala kerendahan hati, saya memohon kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktu sejenak guna mengisi kuesioner ini dengan lengkap dan subjektif mungkin.

Sesuai dengan kode etik penelitian, saya menjamin kerahasiaan semua data dan hanya digunakan untuk menyelesaikan studi saya pada Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Jember. Kesediaan anda mengisi angket/kuesioner ini adalah bantuan yang tak ternilai bagi peneliti.

Terimakasih atas waktu yang telah Bapak/Ibu/Saudara/i luangkan, semoga mendapat balasan dari Allah SWT. Aamiin ya robbal alamin.

Musfiqur Rohman

NIM. 12.1041.1093

I. IDENTIFIKASI RESPONDEN

Nama :

.....

Umur :

.....

Jenis Kelamin : () Laki-laki () Perempuan

Masa Kerja :

.....

II. PETUNJUK PENGISIAN

1. Sebelum mengisi pernyataan berikut, kami memohon kesediaan Bapak/Ibu untuk terlebih membaca terlebih dahulu petunjuk pengisian ini.
2. Pilihlah salah satu jawaban yang paling sesuai dengan keadaan Bapak/Ibu, lalu bubuhkan tanda *check list* () pada kolom yang telah disediakan.
3. Keterangan pilihan:
Sangat Setuju (SS) : Skor 5
Setuju (S) : Skor 4
Netral (N) : Skor 3
Tidak Setuju (TS) : Skor 2
Sangat Tidak Setuju (STS) : Skor 1
4. Mohon setiap pernyataan dapat diisi seluruhnya dengan jawaban yang sejujur-jujurnya.

KUESIONER

Berikut merupakan pernyataan, isilah dengan mengisi tanda cawang atau centang () pada kotak yang telah disediakan!

A. KOMPENSASI (X₁)

NO.	KOMPENSASI	SS	S	N	TS	STS
1	Gaji pokok yang saya terima sesuai dengan pekerjaan yang saya kerjakan					
2	Gaji yang saya terima sesuai dengan jenjang pendidikan saya					
3	Saya mendapatkan insentif dari perusahaan apabila saya menyelesaikan pekerjaan memenuhi target					
4	Jika saya bekerja dengan baik maka akan mendapatkan bonus					
5	Bonus yang diberikan perusahaan sesuai dengan waktu kerja lembur yang saya lakukan					
6	Tunjangan yang diberikan di luar gaji pokok mencukupi kebutuhan saya.					
7	Jaminan kecelakaan kerja yang saya terima sudah sesuai dengan resiko pekerjaan					
8	Saya puas dengan jaminan sosial tenaga kerja yang diberikan perusahaan					

B. KEDISIPLINAN (X₂)

NO.	KEDISIPLINAN	SS	S	N	TS	STS
1.	Tujuan perusahaan jelas dan mudah dimengerti oleh karyawan					
2.	Ketepatan waktu (para pegawai datang kekantor tepat waktu,					

	tertib dan teratur)					
3.	Karyawan bekerja sesuai dengan tujuan lembaga					
4	Dalam bekerja karyawan diberikan contoh yang baik oleh pimpinan					
5	Karyawan yang tidak disiplin mendapat peringatan					
6	Pimpinan melakukan pengawasan dengan baik terhadap para karyawan					
7	Pimpinan selalu memberikan petunjuk terhadap para karyawan					
8.	Karyawan yang tidak serius bekerja mendapatkan sanksi dari pimpinan					

C. IKLIM KERJA (X₃)

NO.	IKLIM KERJA	SS	S	N	TS	STS
1	Karyawan dapat menjalankan tugas dan tanggung jawab yang diberikan oleh perusahaan					
3	Perusahaan selalu menerapkan reward sistem sebagai bentuk penghargaan kepada karyawan					
4	Hubungan anda dengan atasan anda terjalin dengan baik					
5	Komunikasi anda dengan karyawan yang lain terjalin baik					
6	Anda mengetahui dengan baik jobdis anda sebagai karyawan perusahaan					
7	Tujuan dan target perusahaan membuat anda ingin mencapainya bersama-sama					
8	Anda memiliki komitmen dan nilai moral dalam melakukan pekerjaan didalam perusahaan					

D. KEPUASAN KERJA KARYAWAN (Y)

NO.	KEPUASAN KERJA	SS	S	N	TS	STS
1.	Dalam bekerja anda selalu bersemangat tinggi					
2.	Memiliki komitmen terhadap organisasi sehingga mempunyai kemauan untuk bekerja keras demi organisasi					
3.	Penghargaan yang saya peroleh atas prestasi kerja saya					
4	Kesesuaian tugas pekerjaan saya saat ini dengan keahlian dan					
5	Sirkulasi udara yang masuk ditempat kerja saya					
6	Kelengkapan sarana peralatan kerja untuk membantu melaksanakan tugas saya					
7	Hubungan saya dengan rekan atau teman kerja terjalin baik					
8	Sikap saling mengingatkan antar rekan kerja					

Lampiran 2

Distribusi Frekuensi Jawaban Responden Variabel Kompensasi (X1)

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	6	12,0	12,0	14,0
	S	36	72,0	72,0	86,0
	SS	7	14,0	14,0	100,0
	Total	50	100,0	100,0	

X1.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	7	14,0	14,0	16,0
	S	32	64,0	64,0	80,0
	SS	10	20,0	20,0	100,0
	Total	50	100,0	100,0	

X1.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	14,0	14,0	14,0
	S	31	62,0	62,0	76,0
	SS	12	24,0	24,0	100,0
	Total	50	100,0	100,0	

X1.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	22,0	22,0	22,0
	S	21	42,0	42,0	64,0
	SS	18	36,0	36,0	100,0
	Total	50	100,0	100,0	

X1.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	4	8,0	8,0	10,0
	S	37	74,0	74,0	84,0
	SS	8	16,0	16,0	100,0
	Total	50	100,0	100,0	

X1.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	14,0	14,0	14,0
	S	39	78,0	78,0	92,0
	SS	4	8,0	8,0	100,0
	Total	50	100,0	100,0	

X1.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	14,0	14,0	14,0
	S	29	58,0	58,0	72,0
	SS	14	28,0	28,0	100,0
	Total	50	100,0	100,0	

X1.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	3	6,0	6,0	8,0
	S	42	84,0	84,0	92,0
	SS	4	8,0	8,0	100,0
	Total	50	100,0	100,0	

Lampiran 3

Distribusi Frekuensi Jawaban Responden Variabel Kedisiplinan (X2)

X2.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	16	32,0	32,0	34,0
	S	33	66,0	66,0	100,0
	Total	50	100,0	100,0	

X2.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	10,0	10,0	10,0
	N	4	8,0	8,0	18,0
	S	31	62,0	62,0	80,0
	SS	10	20,0	20,0	100,0
	Total	50	100,0	100,0	

X2.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	22,0	22,0	22,0
	S	32	64,0	64,0	86,0
	SS	7	14,0	14,0	100,0
	Total	50	100,0	100,0	

X2.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	4,0	4,0	4,0
	S	46	92,0	92,0	96,0
	SS	2	4,0	4,0	100,0
	Total	50	100,0	100,0	

X2.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	22,0	22,0	22,0
	S	30	60,0	60,0	82,0
	SS	9	18,0	18,0	100,0
	Total	50	100,0	100,0	

X2.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	9	18,0	18,0	18,0
	S	30	60,0	60,0	78,0
	SS	11	22,0	22,0	100,0
	Total	50	100,0	100,0	

X2.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	14,0	14,0	14,0
	S	30	60,0	60,0	74,0
	SS	13	26,0	26,0	100,0
	Total	50	100,0	100,0	

X2.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	15	30,0	30,0	30,0
	S	18	36,0	36,0	66,0
	SS	17	34,0	34,0	100,0
	Total	50	100,0	100,0	

Lampiran 4

Distribusi Frekuensi Jawaban Responden Variabel Iklim Kerja (X3)

X3.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	6	12,0	12,0	12,0
	S	37	74,0	74,0	86,0
	SS	7	14,0	14,0	100,0
	Total	50	100,0	100,0	

X3.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	16	32,0	32,0	32,0
	S	24	48,0	48,0	80,0
	SS	10	20,0	20,0	100,0
	Total	50	100,0	100,0	

X3.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	12	24,0	24,0	24,0
	S	33	66,0	66,0	90,0
	SS	5	10,0	10,0	100,0
	Total	50	100,0	100,0	

X3.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,0	4,0	4,0
	N	11	22,0	22,0	26,0
	S	30	60,0	60,0	86,0
	SS	7	14,0	14,0	100,0
	Total	50	100,0	100,0	

X3.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	16,0	16,0	16,0
	S	32	64,0	64,0	80,0
	SS	10	20,0	20,0	100,0
	Total	50	100,0	100,0	

X3.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	10,0	10,0	10,0
	S	42	84,0	84,0	94,0
	SS	3	6,0	6,0	100,0
	Total	50	100,0	100,0	

X3.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	11	22,0	22,0	22,0
	S	31	62,0	62,0	84,0
	SS	8	16,0	16,0	100,0
	Total	50	100,0	100,0	

X3.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	14,0	14,0	14,0
	S	34	68,0	68,0	82,0
	SS	9	18,0	18,0	100,0
	Total	50	100,0	100,0	

Lampiran 5

Distribusi Frekuensi Jawaban Responden Variabel Kepuasan Kerja (Y)

Y.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	6	12,0	12,0	14,0
	S	39	78,0	78,0	92,0
	SS	4	8,0	8,0	100,0
	Total	50	100,0	100,0	

Y.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	7	14,0	14,0	14,0
	S	29	58,0	58,0	72,0
	SS	14	28,0	28,0	100,0
	Total	50	100,0	100,0	

Y.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	10	20,0	20,0	20,0
	S	22	44,0	44,0	64,0
	SS	18	36,0	36,0	100,0
	Total	50	100,0	100,0	

Y.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	7	14,0	14,0	16,0
	S	28	56,0	56,0	72,0
	SS	14	28,0	28,0	100,0
	Total	50	100,0	100,0	

Y.5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	4,0	4,0	4,0
	N	12	24,0	24,0	28,0
	S	22	44,0	44,0	72,0
	SS	14	28,0	28,0	100,0
	Total	50	100,0	100,0	

Y.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	8,0	8,0	8,0
	N	8	16,0	16,0	24,0
	S	27	54,0	54,0	78,0
	SS	11	22,0	22,0	100,0
	Total	50	100,0	100,0	

Y.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2,0	2,0	2,0
	N	3	6,0	6,0	8,0
	S	42	84,0	84,0	92,0
	SS	4	8,0	8,0	100,0
	Total	50	100,0	100,0	

Y.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	8	16,0	16,0	16,0
	S	31	62,0	62,0	78,0
	SS	11	22,0	22,0	100,0
	Total	50	100,0	100,0	

Lampiran 6

Data Uji Validitas Kuisisioner

Resp.	Kompensasi (X1)									Total
	X1-1	X1-2	X1-3	X1-4	X1-5	X1-6	X1-7	X1-8	X1-9	
1	4	3	4	4	3	5	4	4	4	35
2	4	3	5	3	4	4	3	3	4	33
3	4	4	5	4	4	4	4	3	4	36
4	5	5	5	4	4	4	3	4	4	38
5	3	3	5	3	3	3	3	3	3	29
6	4	4	3	4	3	4	5	3	4	34
7	3	3	5	3	4	4	3	3	4	32
8	4	5	5	4	4	4	4	4	4	38
9	4	4	5	5	4	3	4	4	5	38
10	4	3	5	2	5	4	4	3	2	32
11	4	3	5	4	3	5	4	4	4	36
12	4	5	5	4	4	4	4	4	4	38
13	4	4	5	5	4	4	4	4	3	37
14	4	3	5	2	5	4	4	3	4	34
15	4	3	5	4	3	4	4	4	3	34
16	4	4	5	4	4	4	4	4	4	37
17	4	4	4	4	4	4	4	4	4	36
18	4	4	4	4	4	4	4	4	4	36
19	4	4	4	3	4	4	4	3	4	34
20	4	4	5	4	4	4	4	4	4	37
21	4	3	5	4	4	4	4	4	3	35
22	4	4	4	4	4	4	3	4	3	34
23	4	3	3	3	3	4	4	4	4	32
24	4	4	4	4	5	4	5	5	4	39
25	3	3	5	3	4	4	5	4	4	35
26	4	4	5	4	4	4	4	4	3	36
27	4	4	4	4	4	4	4	4	4	36
28	4	4	4	4	4	4	4	4	4	36
29	5	5	5	4	5	4	5	4	4	41
30	4	4	3	4	4	4	5	5	4	37
31	5	5	4	4	4	4	4	4	4	38
32	5	5	5	4	4	4	5	5	4	41
33	5	4	5	5	5	4	4	4	4	40
34	4	4	4	4	4	4	3	4	4	35
35	4	4	5	4	4	4	3	4	4	36
36	4	3	4	4	4	4	4	3	4	34

37	4	4	5	3	3	4	4	4	4	35
38	4	4	5	4	4	4	4	3	4	36
39	5	5	4	4	5	4	5	4	4	40
40	4	4	5	4	4	4	5	5	4	39
41	4	3	4	2	5	4	4	5	3	34
42	4	3	5	4	3	4	4	4	4	35
43	4	3	3	3	4	4	3	3	4	31
44	4	4	3	4	4	4	4	4	4	35
45	5	5	5	4	4	4	3	3	4	37
46	3	3	3	3	3	4	3	3	3	28
47	4	4	3	4	3	4	5	4	4	35
48	3	3	5	3	4	4	3	4	4	33
49	4	5	4	4	4	4	4	4	4	37
50	4	4	4	5	4	4	3	4	5	37

	Kedisiplinan (X2)									
Resp.	X2-1	X2-2	X2-3	X2-4	X2-5	X2-6	X2-7	X2-8	X2-9	Total
1	4	3	4	4	4	4	4	4	4	35
2	3	4	4	4	4	3	4	3	3	32
3	4	4	4	4	4	4	4	4	4	36
4	4	4	4	4	4	4	3	4	3	34
5	3	3	3	3	3	4	4	4	3	30
6	2	5	3	3	4	3	4	4	4	32
7	5	4	3	4	4	3	4	4	5	36
8	4	4	4	4	4	3	4	4	4	35
9	3	3	4	3	3	3	3	3	4	29
10	4	3	4	5	5	3	3	4	5	36
11	4	3	4	4	4	4	4	4	4	35
12	4	4	4	4	4	3	4	4	4	35
13	3	4	4	3	4	3	3	4	4	32
14	4	3	4	5	5	5	5	4	5	40
15	4	3	4	4	4	4	4	4	4	35
16	4	4	4	4	4	4	4	4	4	36
17	4	4	4	3	4	4	4	5	4	36
18	4	4	4	4	4	4	4	4	4	36
19	3	3	4	4	4	3	3	3	3	30
20	4	4	4	4	4	4	4	4	4	36
21	4	4	5	3	4	4	3	4	4	35
22	4	4	4	4	3	3	4	4	4	34
23	4	4	4	3	4	3	4	4	4	34

24	3	5	5	4	4	4	4	4	5	38
25	4	3	3	3	3	4	3	4	4	31
26	4	4	4	4	3	4	4	4	4	35
27	4	3	4	3	4	4	4	5	4	35
28	4	4	4	4	4	4	4	4	4	36
29	5	4	4	4	4	3	4	4	4	36
30	4	4	4	4	4	4	4	4	5	37
31	5	4	4	4	4	4	4	4	4	37
32	4	4	4	4	4	4	4	4	5	37
33	4	4	4	4	4	4	3	4	4	35
34	4	4	4	4	4	3	3	4	4	34
35	4	4	3	4	4	4	4	4	4	35
36	3	4	3	3	3	4	3	4	3	30
37	4	3	4	4	4	4	3	4	4	34
38	4	4	5	4	4	3	3	5	3	35
39	5	4	4	4	4	3	3	4	4	35
40	4	4	4	4	4	4	4	4	5	37
41	4	3	4	5	5	5	3	3	5	37
42	4	3	4	4	4	4	4	4	4	35
43	3	4	4	4	4	3	3	3	3	31
44	4	4	4	4	4	4	4	4	4	36
45	4	4	4	4	4	4	3	4	3	34
46	3	3	3	3	3	3	3	4	3	28
47	2	5	3	3	4	3	4	3	4	31
48	4	3	4	4	3	4	4	3	5	34
49	4	4	4	4	3	4	4	4	4	35
50	3	4	3	4	3	3	4	3	4	31

	Iklim Kerja (X3)									
Resp.	X3-1	X3-2	X3-3	X3-4	X3-5	X3-6	X3-7	X3-8	X3-9	Total
1	4	3	4	3	4	5	4	2	2	31
2	5	5	3	4	4	3	5	5	4	38
3	5	4	4	4	4	4	4	4	4	37
4	5	3	3	3	3	3	3	3	3	29
5	5	4	4	4	4	4	4	3	3	35
6	5	3	4	4	4	4	4	3	4	35
7	5	3	4	4	4	4	4	4	3	35
8	5	4	4	5	5	4	4	4	4	39
9	5	4	3	4	4	4	3	4	5	36
10	4	3	4	3	4	5	4	2	2	31
11	4	4	3	3	3	3	3	2	4	29

12	5	4	4	4	4	4	4	4	4	37
13	4	3	3	3	3	3	3	3	3	28
14	5	4	4	4	4	4	4	4	4	37
15	4	3	3	3	3	3	3	3	3	28
16	4	3	4	3	4	5	4	2	2	31
17	3	5	3	4	4	3	5	3	4	34
18	5	4	4	4	4	4	4	4	4	37
19	4	4	5	3	3	4	4	3	4	34
20	3	4	2	5	4	4	5	4	4	35
21	5	4	4	3	5	4	4	4	4	37
22	5	3	3	4	4	3	3	3	2	30
23	5	3	4	4	4	4	4	4	4	36
24	5	4	4	4	4	5	5	4	2	37
25	5	5	5	5	5	5	5	5	4	44
26	4	5	4	5	4	5	4	2	2	35
27	5	5	5	4	4	5	5	5	4	42
28	5	4	4	4	4	4	4	4	4	37
29	4	5	5	5	5	5	5	5	4	43
30	4	5	4	4	4	4	4	5	4	38
31	5	4	4	4	4	4	4	4	4	37
32	4	4	4	4	4	5	5	5	4	39
33	5	5	5	4	4	4	5	5	4	41
34	5	4	4	5	4	4	4	4	4	38
35	4	5	4	5	4	4	4	4	4	38
36	4	5	5	5	5	5	5	5	4	43
37	4	4	4	4	4	4	4	5	4	37
38	4	5	4	4	4	4	4	5	4	38
39	5	4	5	4	5	4	5	5	2	39
40	5	4	4	5	4	4	4	4	4	38
41	5	5	3	4	4	4	4	3	3	35
42	5	3	4	3	4	5	4	2	2	32
43	3	5	3	4	4	3	5	5	4	36
44	5	4	4	4	4	4	4	4	4	37
45	4	3	3	3	3	3	3	3	3	28
46	4	4	4	4	4	4	4	3	3	34
47	4	3	4	4	4	4	4	3	4	34
48	5	4	4	4	4	4	4	3	3	35
49	4	4	5	5	4	4	4	3	4	37
50	4	3	4	4	4	3	4	3	5	34

Resp.	Kepuasan Kerja (Y)									Total
	Y-1	Y-2	Y-3	Y-4	Y-5	Y-6	Y-7	Y-8	Y-9	
1	5	3	3	4	4	3	3	3	3	31
2	4	3	4	4	4	4	5	3	3	34
3	4	4	4	4	4	5	5	4	4	38
4	4	4	4	4	4	3	3	3	3	32
5	4	3	4	4	3	3	3	4	4	32
6	4	3	3	4	3	5	5	5	3	35
7	4	4	4	4	4	4	4	3	3	34
8	4	4	4	4	4	4	4	4	3	35
9	4	4	4	4	3	4	4	4	4	35
10	5	3	3	4	3	3	3	3	3	30
11	2	2	3	2	3	5	4	4	4	29
12	4	4	4	4	3	5	5	4	4	37
13	4	4	4	4	4	3	3	3	3	32
14	4	4	4	4	3	5	5	4	4	37
15	4	4	4	4	4	3	3	3	3	32
16	5	3	3	4	3	4	4	4	4	34
17	4	4	4	4	3	4	5	4	4	36
18	4	4	4	4	3	5	5	4	4	37
19	3	4	3	3	3	4	4	4	4	32
20	3	4	3	3	5	4	4	4	4	34
21	3	4	4	4	4	4	4	4	2	33
22	4	4	4	4	3	2	2	5	4	32
23	4	4	4	4	4	4	4	4	4	36
24	4	4	4	4	4	5	4	4	4	37
25	5	5	5	5	5	4	4	4	4	41
26	5	5	5	4	5	4	4	4	4	40
27	4	5	4	4	5	4	5	4	4	39
28	4	4	4	4	5	5	5	4	4	39
29	4	4	4	5	5	4	4	4	4	38
30	4	5	5	4	5	4	4	4	4	39
31	4	5	4	4	4	4	4	4	4	37
32	5	4	4	4	5	4	4	4	4	38
33	4	5	5	5	4	4	4	4	4	39
34	4	4	4	4	4	4	4	4	4	36
35	4	4	4	4	4	4	4	4	4	36
36	4	4	4	4	4	4	4	4	4	36
37	4	5	4	4	5	4	4	4	4	38
38	4	5	5	4	5	5	5	5	4	42
39	5	5	5	5	4	4	2	4	4	38

40	4	4	4	4	4	4	4	4	4	36
41	4	4	4	4	3	3	3	3	3	31
42	5	3	3	4	4	3	3	3	3	31
43	4	3	4	4	4	4	5	3	3	34
44	4	4	4	4	4	5	5	4	4	38
45	4	4	4	4	4	3	3	3	3	32
46	4	3	4	4	3	3	3	4	4	32
47	4	3	3	4	3	5	5	5	3	35
48	4	4	4	4	4	4	3	5	3	35
49	4	4	4	4	4	4	4	5	3	36
50	4	4	4	3	4	4	4	5	4	36



Y_3	Pearson Correlation	,215	,751**	1	,544**	,457**	,049	-,006	,109	,277	,668**
	Sig. (2-tailed)	,135	,000		,000	,001	,736	,970	,452	,052	,000
	N	50	50	50	50	50	50	50	50	50	50
Y_4	Pearson Correlation	,632**	,438**	,544**	1	,238	-,122	-,109	-,078	-,030	,450**
	Sig. (2-tailed)	,000	,001	,000		,096	,399	,451	,593	,839	,001
	N	50	50	50	50	50	50	50	50	50	50
Y_5	Pearson Correlation	,173	,579**	,457**	,238	1	,077	,100	-,019	,121	,583**
	Sig. (2-tailed)	,229	,000	,001	,096		,596	,489	,895	,403	,000
	N	50	50	50	50	50	50	50	50	50	50
Y_6	Pearson Correlation	-,257	,081	,049	-,122	,077	1	,813**	,424**	,307*	,575**
	Sig. (2-tailed)	,072	,575	,736	,399	,596		,000	,002	,030	,000
	N	50	50	50	50	50	50	50	50	50	50
Y_7	Pearson Correlation	-,224	,033	-,006	-,109	,100	,813**	1	,246	,206	,520**
	Sig. (2-tailed)	,117	,822	,970	,451	,489	,000		,085	,151	,000
	N	50	50	50	50	50	50	50	50	50	50
y_8	Pearson Correlation	-,171	,187	,109	-,078	-,019	,424**	,246	1	,360*	,445**
	Sig. (2-tailed)	,236	,193	,452	,593	,895	,002	,085		,010	,001
	N	50	50	50	50	50	50	50	50	50	50
Y_9	Pearson Correlation	,006	,337*	,277	-,030	,121	,307*	,206	,360*	1	,528**
	Sig. (2-tailed)	,969	,017	,052	,839	,403	,030	,151	,010		,000
	N	50	50	50	50	50	50	50	50	50	50
Total	Pearson Correlation	,248	,727**	,668**	,450**	,583**	,575**	,520**	,445**	,528**	1
	Sig. (2-tailed)	,083	,000	,000	,001	,000	,000	,000	,001	,000	
	N	50	50	50	50	50	50	50	50	50	50

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

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

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**UJI RELIABILITAS
VARIABEL KOMPENSASI (X1)**

Case Processing Summary			
		N	%
Cases	Valid	50	100,0
	Excluded ^a	0	,0
	Total	50	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
0,634	9

VARIABEL KEDISIPLINAN (X2)

Case Processing Summary			
		N	%
Cases	Valid	50	100,0
	Excluded ^a	0	,0
	Total	50	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
0,646	9

VARIABEL IKLIM KERJA (X3)

Case Processing Summary			
		N	%
Cases	Valid	50	100,0
	Excluded ^a	0	,0
	Total	50	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
0,784	9

VARIABEL KEPUASAN KERJA (Y)

Case Processing Summary			
		N	%
Cases	Valid	50	100,0
	Excluded ^a	0	,0
	Total	50	100,0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
0,676	9

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Tabulasi Data Hasil Kuisisioner

Resp.	Kompensasi (X1)								Total
	X1-1	X1-2	X1-3	X1-4	X1-5	X1-6	X1-7	X1-8	
1	4	3	4	3	5	4	4	4	31
2	4	3	4	4	3	3	3	4	28
3	4	4	4	4	4	4	5	4	33
4	3	3	3	3	4	4	4	4	28
5	4	4	4	3	4	4	4	4	31
6	4	4	4	4	4	3	4	4	31
7	4	4	4	4	4	4	4	4	32
8	5	4	4	4	4	4	4	4	33
9	4	4	3	4	4	4	4	4	31
10	4	3	4	3	5	4	4	4	31
11	3	4	3	4	2	4	4	2	26
12	4	4	4	4	4	4	5	4	33
13	3	3	3	3	4	4	4	4	28
14	4	4	4	4	4	4	5	4	33
15	3	3	3	3	4	4	4	4	28
16	4	5	4	5	5	4	4	4	35
17	4	4	5	4	4	5	3	4	33
18	4	4	4	4	4	4	5	4	33
19	3	5	4	5	3	3	4	3	30
20	4	5	5	5	3	4	3	3	32
21	5	2	4	5	3	4	3	4	30
22	4	5	3	5	4	4	3	4	32
23	4	4	4	4	4	4	4	4	32
24	4	4	5	5	4	3	3	4	32
25	5	5	5	5	5	5	5	5	40
26	4	5	4	5	5	4	4	4	35
27	4	4	5	4	4	5	5	4	35
28	4	4	4	4	4	4	5	4	33
29	5	4	5	5	4	4	4	5	36
30	4	4	4	4	4	4	4	4	32
31	4	4	4	5	4	4	5	4	34
32	4	5	5	5	5	4	4	4	36
33	4	4	5	5	4	4	5	5	36
34	4	4	4	5	4	4	5	4	34
35	4	4	4	5	4	4	4	4	33
36	5	5	5	5	4	4	4	4	36

37	4	4	4	5	4	4	4	4	33
38	4	4	4	4	4	5	4	4	33
39	5	4	5	5	5	4	5	5	38
40	4	4	4	5	4	4	5	4	34
41	4	4	4	3	4	3	5	4	31
42	4	5	4	3	5	4	4	4	33
43	2	3	5	4	4	3	3	3	27
44	4	4	4	4	4	4	5	4	33
45	3	5	5	3	4	4	4	4	32
46	4	4	4	3	4	4	4	4	31
47	4	4	4	3	4	3	4	4	30
48	4	4	4	4	4	4	4	4	32
49	5	4	4	4	4	4	4	4	33
50	4	4	3	4	4	4	4	4	31

	kedisiplinan (X2)								
Resp.	X2-1	X2-2	X2-3	X2-4	X2-5	X2-6	X2-7	X2-8	Total
1	3	3	3	5	4	5	4	3	30
2	3	4	4	4	3	3	5	4	30
3	4	5	4	4	4	4	4	4	33
4	3	5	4	4	3	3	3	3	28
5	4	5	3	3	3	4	4	4	30
6	3	2	3	4	5	4	4	4	29
7	3	4	4	4	3	4	4	3	29
8	3	5	4	4	4	4	4	3	31
9	4	5	4	3	4	4	3	3	30
10	3	5	5	4	4	5	4	3	33
11	4	4	3	5	4	3	3	4	30
12	4	3	4	4	4	4	4	4	31
13	3	5	4	4	4	3	3	3	29
14	4	5	5	4	4	4	4	4	34
15	3	5	3	4	4	3	3	3	28
16	4	4	4	4	4	5	4	5	34
17	4	4	4	4	4	3	5	4	32
18	4	4	4	4	4	4	4	4	32
19	4	4	4	4	4	4	4	5	33
20	4	4	4	4	4	4	5	5	34
21	2	2	4	4	4	4	4	5	29
22	4	2	4	4	3	3	3	5	28
23	4	4	3	4	4	4	4	5	32
24	4	4	5	4	5	5	5	5	37

25	4	4	4	4	5	5	5	5	36
26	4	2	4	4	4	5	4	5	32
27	4	4	4	4	4	5	5	4	34
28	4	4	4	4	4	4	4	4	32
29	4	4	5	4	5	5	5	4	36
30	4	4	4	4	5	4	4	4	33
31	4	4	4	4	4	4	4	5	33
32	4	4	4	4	5	5	5	5	36
33	4	4	5	4	4	4	5	5	35
34	4	4	4	4	3	4	4	5	32
35	4	4	4	4	3	4	4	5	32
36	4	4	4	4	4	5	5	5	35
37	4	4	3	4	4	4	4	4	31
38	4	4	4	4	4	4	4	4	32
39	4	4	5	4	5	4	5	5	36
40	4	4	4	4	5	4	4	5	34
41	3	3	5	4	4	4	4	3	30
42	3	2	3	4	4	5	4	3	28
43	3	4	3	4	3	3	5	3	28
44	4	4	4	4	4	4	4	4	32
45	3	4	4	4	3	3	5	3	29
46	4	3	3	4	3	4	4	4	29
47	3	4	3	4	5	4	4	4	31
48	3	4	4	4	3	4	4	3	29
49	3	4	4	4	4	4	4	3	30
50	4	5	4	4	4	4	3	3	31

	iklim kerja (X3)								
Resp	X3-1	X3-2	X3-3	X3-4	X3-5	X3-6	X3-7	X3-8	total
1	4	3	4	3	3	4	3	4	28
2	4	3	3	3	4	4	3	3	27
3	4	4	3	4	4	4	4	4	31
4	3	3	4	4	3	4	3	3	27
5	3	3	3	3	4	4	4	3	27
6	4	4	3	4	3	4	5	4	31
7	3	3	5	3	4	4	3	5	30
8	4	4	4	4	3	4	3	4	30
9	4	4	4	5	4	3	4	4	32
10	4	3	4	2	4	4	4	5	30
11	4	3	4	4	3	5	4	4	31
12	4	5	4	4	4	4	4	4	33

13	4	4	3	5	4	4	4	4	32
14	4	3	4	3	5	4	4	5	32
15	3	3	3	4	3	3	4	4	27
16	4	5	4	5	4	4	4	4	34
17	4	4	4	4	4	4	4	4	32
18	4	4	4	4	4	4	4	4	32
19	4	4	4	3	4	4	4	4	31
20	4	4	4	4	4	4	4	4	32
21	4	3	4	4	4	4	4	4	31
22	4	4	4	4	4	3	3	4	30
23	4	3	5	3	4	3	4	4	30
24	4	4	4	4	5	4	4	4	33
25	5	5	4	5	4	5	5	5	38
26	4	4	4	4	4	4	4	4	32
27	4	4	4	4	4	4	4	4	32
28	4	4	4	4	4	4	4	4	32
29	5	5	4	4	5	4	5	4	36
30	4	4	3	4	4	4	5	5	33
31	5	5	4	4	4	4	4	4	34
32	5	5	4	4	4	4	5	5	36
33	5	4	5	5	5	4	4	4	36
34	4	4	4	4	5	5	4	4	34
35	4	4	4	4	4	4	4	4	32
36	4	5	4	5	5	4	4	3	34
37	4	4	5	3	3	4	5	4	32
38	4	4	4	4	4	3	4	4	31
39	5	5	4	4	5	4	5	4	36
40	4	4	3	4	4	4	5	5	33
41	4	3	4	2	5	4	4	5	31
42	4	3	4	4	3	4	4	4	30
43	4	3	3	3	4	4	3	3	27
44	4	4	3	4	4	4	4	4	31
45	5	5	4	4	4	4	3	3	32
46	3	3	3	3	5	4	3	3	27
47	4	4	3	4	5	4	3	4	31
48	3	3	5	3	4	4	3	5	30
49	4	5	4	4	4	4	4	4	33
50	4	4	4	5	4	4	4	4	33

Resp.	Kepuasan kerja (Y)								Total
	Y-1	Y-2	Y-3	Y-4	Y-5	Y-6	Y-7	Y-8	
1	4	4	3	3	3	3	4	4	28
2	2	3	4	4	2	4	4	5	28
3	4	5	4	4	4	4	4	4	33
4	4	4	3	3	3	4	4	3	28
5	4	4	3	4	4	3	4	4	30
6	3	4	4	4	3	4	4	4	30
7	4	4	4	4	3	4	4	4	31
8	4	4	4	4	3	4	4	4	31
9	4	4	4	4	4	3	4	3	30
10	4	4	3	3	3	3	4	4	28
11	4	4	4	4	4	4	2	3	29
12	4	5	4	4	4	4	4	4	33
13	4	4	3	3	3	4	4	4	29
14	4	5	4	4	4	4	4	4	33
15	4	4	3	3	3	4	4	3	28
16	4	4	5	5	5	5	4	4	36
17	5	3	4	4	4	4	4	5	33
18	4	5	4	4	4	4	4	4	33
19	3	4	5	5	5	5	3	4	34
20	4	3	5	5	5	4	3	5	34
21	4	3	5	2	5	5	4	4	32
22	4	3	5	5	4	2	4	3	30
23	4	4	4	4	5	4	4	4	33
24	3	3	5	4	4	5	4	5	33
25	5	5	5	5	5	5	5	5	40
26	4	4	5	5	5	5	4	4	36
27	5	5	4	4	4	4	4	5	35
28	4	5	4	4	4	4	4	4	33
29	4	4	5	4	4	5	5	5	36
30	4	4	4	4	4	4	4	4	32
31	4	5	5	4	5	5	4	4	36
32	4	4	5	5	5	4	4	5	36
33	4	5	5	5	5	5	5	5	39
34	4	5	5	5	5	2	4	4	34
35	4	4	5	5	5	2	4	4	33
36	4	4	5	5	5	4	4	5	36
37	4	4	5	4	4	5	4	4	34
38	5	4	4	4	4	3	4	4	32
39	4	5	5	5	2	5	5	5	36

40	4	5	5	5	5	2	4	4	34
41	3	5	3	3	3	3	4	4	28
42	4	4	3	3	3	3	4	4	28
43	3	3	4	4	4	4	3	3	28
44	4	5	4	4	4	4	4	4	33
45	4	4	3	5	4	4	4	3	31
46	4	4	3	4	4	3	4	4	30
47	3	4	4	4	4	4	4	4	31
48	4	4	4	4	3	4	4	4	31
49	4	4	4	4	3	4	4	4	31
50	4	4	4	4	4	4	4	3	31



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Hasil Uji Regresi Linier Berganda

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,903^a	0,815	0,802	1,32357
a. Predictors: (Constant), iklim_kerja, kedisiplinan, kompensasi				
b. Dependent Variable: kepuasan_kerja				

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	353,995	3	117,998	67,356	0,000^b
	Residual	80,585	46	1,752		
	Total	434,580	49			
a. Dependent Variable: kepuasan_kerja						
b. Predictors: (Constant), iklim_kerja, kedisiplinan, kompensasi						

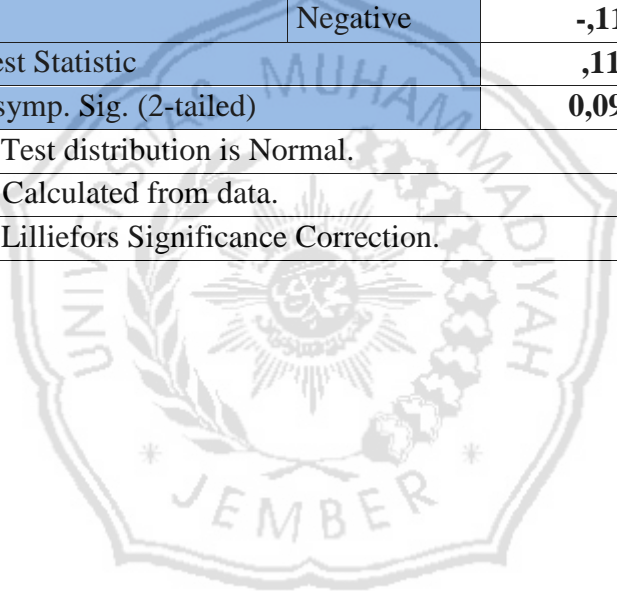
Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4,156	2,587		-1,607	0,115
	kompensasi	,453	,117	,410	3,862	0,000
	kedisiplinan	,364	,122	,303	2,984	0,005
	iklim_kerja	,323	,132	,275	2,443	0,018
a. Dependent Variable: kepuasan_kerja						

Residuals Statistics ^a					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	26,9954	39,3524	32,2200	2,68782	50
Residual	-3,59791	2,53284	,00000	1,28242	50
Std. Predicted Value	-1,944	2,654	,000	1,000	50
Std. Residual	-2,718	1,914	,000	,969	50
a. Dependent Variable: kepuasan_kerja					

Lampiran 11

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	1,28241664
Most Extreme Differences	Absolute	,116
	Positive	,087
	Negative	-,116
Test Statistic		,116
Asymp. Sig. (2-tailed)		0,091^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		



Lampiran 12

Hasil Uji Multikolinieritas

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-4,156	2,587		-1,607	,115		
	Kompensasi	,453	,117	,410	3,862	,000	0,358	2,794
	Kedisiplinan	,364	,122	,303	2,984	,005	0,390	2,564
	iklim_kerja	,323	,132	,275	2,443	,018	0,318	3,149

a. Dependent Variable: kepuasan_kerja

Collinearity Diagnostics ^a							
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	kompensasi	kedisiplinan	iklim_kerja
1	1	3,993	1,000	,00	,00	,00	,00
	2	,004	31,617	,97	,08	,02	,05
	3	,002	47,169	,03	,55	,75	,00
	4	,001	53,811	,00	,37	,22	,95

a. Dependent Variable: kepuasan_kerja

Lampiran 13

Uji Heterokasditas

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,394	3	,131	,177	0,911^b
	Residual	34,101	46	,741		
	Total	34,495	49			
a. Dependent Variable: transform_RES1						
b. Predictors: (Constant), iklim_kerja, kedisiplinan, kompensasi						

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,021	1,683		,012	0,990
	kompensasi	-,004	,076	-,013	-,055	0,956
	kedisiplinan	,049	,079	,145	,616	0,541
	iklim_kerja	-,015	,086	-,045	-,174	0,863
a. Dependent Variable: transform_RES1						

Lampiran 14

Dokumentasi Penelitian

