LAMPIRAN 1

Pengantar Kuesioner

Identitas Responden

Pengisian Kuesioner

LAMPIRAN 7

TABEL R *PRODUCT MOMENT*, DAN TABEL DISTRIBUSI T

Tabel r product Moment (Sig = 0,05)							
df	R	df	R	df	r	df	R
1	0.9969	26	0.3739	51	0.2706	76	0.2227
2	0.9500	27	0.3673	52	0.2681	77	0.2213
3	0.8783	28	0.3610	53	0.2656	78	0.2199
4	0.8114	29	0.3550	54	0.2632	79	0.2165
5	0.7545	30	0.3494	55	0.2609	80	0.2162
6	0.7067	31	0.3440	56	0.2586	81	0.2159
7	0.6664	32	0.3388	57	0.2564	82	0.2146
8	0.6319	33	0.3388	58	0.2542	83	0.2133
9	0.6021	34	0.3291	59	0.2521	84	0.2120
10	0.5760	35	0.3246	60	0.2500	85	0.2108
11	0.5529	36	0.3202	61	0.2480	86	0.2096
12	0.5324	37	0.3160	62	0.2461	87	0.2084
13	0.5140	38	0.3120	63	0.2441	88	0.2072
14	0.4973	39	0.3081	64	0.2423	89	0.2061
15	0.4821	40	0.3044	65	0.2404	90	0.2050
16	0.4683	41	0.3008	66	0.2387	91	0.2039
17	0.4555	42	0.2973	67	0.2369	92	0.2028
18	0.4438	43	0.2940	68	0.2352	93	0.2017
19	0.4329	44	0.2907	69	0.2335	94	0.2006
20	0.4227	45	0.2876	70	0.2319	95	0.1996
21	0.4132	46	0.2845	71	0.2303	96	0.1986
22	0.4044	47	0.2816	72	0.2287	97	0.1975
23	0.3961	48	0.2787	73	0.2272	98	0.1966
24	0.3882	49	0.2759	74	0.2257	99	0.1956
25	0.3809	50	0.2732	75	0.2242	100	0.1946

Sumber: Data primer yang diolah 2018

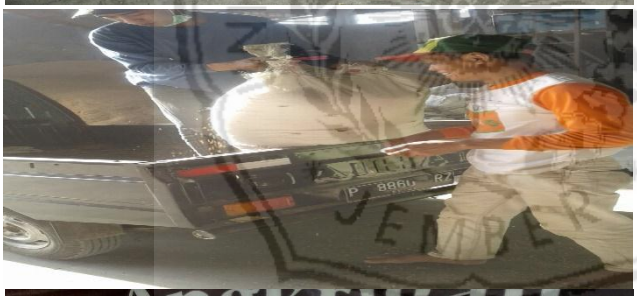
Tabel Distribusi t			
Df	**0,1**	**0,05**	**0,025**
1	**3.0777**	**6.3138**	**12.7062**
2	**1.8856**	**2.9200**	**4.3027**
3	**1.6377**	**2.3534**	**3.1824**
4	**1.5332**	**2.1318**	**2.7764**
5	**1.4759**	**2.0150**	**2.5706**
6	**1.4398**	**1.9432**	**2.4469**
7	**1.4149**	**1.8946**	**2.3646**
8	**1.3968**	**1.8595**	**2.3060**
9	**1.3830**	**1.8331**	**2.2622**
10	**1.3722**	**1.8125**	**2.2281**
11	**1.3634**	**1.7959**	**2.2010**
12	**1.3562**	**1.7823**	**2.1788**
13	**1.3502**	**1.7709**	**2.1604**
14	**1.3450**	**1.7613**	**2.1448**
15	**1.3406**	**1.7531**	**2.1314**
16	**1.3368**	**1.7459**	**2.1199**
17	**1.3334**	**1.7396**	**2.1098**
18	**1.3304**	**1.7341**	**2.1009**
19	**1.3277**	**1.7291**	**2.0930**
20	**1.3253**	**1.7247**	**2.0860**
21	**1.3232**	**1.7207**	**2.0796**
22	**1.3212**	**1.7171**	**2.0739**
23	**1.3195**	**1.7139**	**2.0687**
24	**1.3178**	**1.7109**	**2.0639**
25	**1.3163**	**1.7081**	**2.0595**
26	**1.3150**	**1.7056**	**2.0555**
27	**1.3137**	**1.7033**	**2.0518**
28	**1.3125**	**1.7011**	**2.0484**
29	**1.3114**	**1.6991**	**2.0452**
30	**1.3104**	**1.6973**	**2.0423**
31	**1.3095**	**1.6955**	**2.0395**
32	**1.3086**	**1.6939**	**2.0369**
33	**1.3077**	**1.6924**	**2.0345**
34	**1.3070**	**1.6909**	**2.0322**
35	**1.3062**	**1.6896**	**2.0301**
36	**1.3055**	**1.6883**	**2.0281**
37	**1.3049**	**1.6871**	**2.0262**
38	**1.3042**	**1.6860**	**2.0244**
39	**1.3036**	**1.6849**	**2.0227**
40	**1.3031**	**1.6839**	**2.0211**
41	**1.3025**	**1.6829**	**2.0195**
42	**1.3020**	**1.6820**	**2.0181**
43	**1.3016**	**1.6811**	**2.0167**
44	**1.3011**	**1.6802**	**2.0154**
45	**1.3006**	**1.6794**	**2.0141**
46	**1.3002**	**1.6787**	**2.0129**
47	**1.2998**	**1.6779**	**2.0117**
48	**1.2994**	**1.6772**	**2.0106**
49	**1.2991**	**1.6766**	**2.0096**
50	**1.2987**	**1.6759**	**2.0086**

51	**1.2984**	**1.6753**	**2.0076**
52	**1.2980**	**1.6747**	**2.0066**
53	**1.2977**	**1.6741**	**2.0057**
54	**1.2974**	**1.6736**	**2.0049**
55	**1.2971**	**1.6730**	**2.0040**
56	**1.2969**	**1.6725**	**2.0032**
57	**1.2966**	**1.6720**	**2.0025**
58	**1.2963**	**1.6716**	**2.0017**
59	**1.2961**	**1.6711**	**2.0010**
60	**1.2958**	**1.6706**	**2.0003**
61	**1.2956**	**1.6702**	**1.9996**
62	**1.2954**	**1.6698**	**1.9990**
63	**1.2951**	**1.6694**	**1.9983**
64	**1.2949**	**1.6690**	**1.9977**
65	**1.2947**	**1.6686**	**1.9971**
66	**1.2945**	**1.6683**	**1.9966**
67	**1.2943**	**1.6679**	**1.9960**
68	**1.2941**	**1.6676**	**1.9955**
69	**1.2939**	**1.6672**	**1.9949**
70	**1.2938**	**1.6669**	**1.9944**
71	**1.2936**	**1.6666**	**1.9939**
72	**1.2934**	**1.6663**	**1.9935**
73	**1.2933**	**1.6660**	**1.9930**
74	**1.2931**	**1.6657**	**1.9925**
75	**1.2929**	**1.6654**	**1.9921**
76	**1.2928**	**1.6652**	**1.9917**
77	**1.2926**	**1.6649**	**1.9913**
78	**1.2925**	**1.6646**	**1.9908**
79	**1.2924**	**1.6644**	**1.9905**
80	**1.2922**	**1.6641**	**1.9901**
81	**1.2921**	**1.6639**	**1.9897**
82	**1.2920**	**1.6636**	**1.9893**
83	**1.2918**	**1.6634**	**1.9890**
84	**1.2917**	**1.6632**	**1.9886**
85	**1.2916**	**1.6630**	**1.9883**
86	**1.2915**	**1.6628**	**1.9879**
87	**1.2914**	**1.6626**	**1.9876**
88	**1.2912**	**1.6624**	**1.9873**
89	**1.2911**	**1.6622**	**1.987**
90	**1.291**	**1.6623**	**1.9867**
91	**1.2909**	**1.6618**	**1.9864**
92	**1.2908**	**1.6616**	**1.9861**
93	**1.2907**	**1.6614**	**1.9858**
94	**1.2906**	**1.6612**	**1.9855**
95	**1.2905**	**1.6611**	**1.9853**
96	**1.2904**	**1.6609**	**1.985**
97	**1.2903**	**1.6607**	**1.9847**
98	**1.2902**	**1.6606**	**1.9845**
99	**1.2902**	**1.6604**	**1.9842**
100	**1.2901**	**1.6602**	**1.984**

Sumber: Data primer yang diolah 2018

No	x1.1	x1.2	x1.3	x1.4	x1	x2.1	x2.2	x2.3	x2.4	x2.5	x2	y1	y2	y3	Y
1	4	4	5	4	17	4	4	5	4	4	21	5	4	4	13
2	5	5	4	4	18	5	5	4	4	5	23	4	5	4	13
3	4	4	4	4	16	4	4	4	4	4	20	5	4	5	14
4	3	4	4	4	15	3	4	4	4	4	19	4	3	4	11
5	4	4	3	3	14	4	4	3	3	4	18	3	4	5	12
6	4	5	4	5	18	4	5	4	5	5	23	5	4	5	14
7	3	4	5	4	16	3	4	5	4	4	20	4	3	5	12
8	3	4	4	4	15	3	4	4	4	4	19	5	3	4	12
9	3	3	2	3	11	3	3	2	3	3	14	3	3	4	10
10	2	3	3	4	12	2	3	3	4	3	15	4	2	5	11
11	4	4	5	5	18	4	4	5	5	4	22	5	4	5	14
12	5	4	5	5	19	5	4	5	5	4	23	5	5	5	15
13	5	5	4	5	19	5	5	4	5	5	24	4	5	4	13
14	5	4	5	4	18	5	4	5	4	4	22	5	5	5	15
15	5	3	4	4	16	5	3	4	4	3	19	5	5	5	15
16	5	5	5	4	19	5	5	5	4	5	24	4	5	4	13
17	4	4	4	4	16	4	4	4	4	4	20	5	4	5	14
18	5	4	4	4	17	5	4	4	4	4	21	5	5	5	15
19	5	4	3	3	15	5	4	3	3	4	19	4	5	4	13
20	4	4	4	4	16	4	4	4	4	4	20	5	4	4	13
21	5	5	5	4	19	5	5	5	4	5	24	5	5	5	15
22	4	4	4	4	16	4	4	4	4	4	20	4	4	5	13
23	5	5	5	4	19	5	5	5	4	5	24	5	5	4	14
24	4	4	5	4	17	4	4	5	4	4	21	4	4	4	12
25	5	4	4	4	17	5	4	4	4	4	21	5	5	5	15
26	4	4	3	4	15	4	4	3	4	4	19	4	4	5	13
27	4	4	4	4	16	4	4	4	4	4	20	4	4	4	12
28	3	4	3	3	13	3	4	3	3	4	17	5	3	4	12
29	4	5	5	4	18	4	5	5	4	5	23	4	4	4	12
30	4	3	4	4	15	4	3	4	4	3	18	5	4	5	14
31	5	5	4	4	18	5	5	4	4	5	23	4	5	5	14
32	4	4	4	5	17	4	4	4	5	4	21	5	4	5	14
33	5	5	5	4	19	5	5	5	4	5	24	4	5	4	13
34	4	4	4	4	16	4	4	4	4	4	20	5	4	5	14
35	5	5	5	4	19	5	5	5	4	5	24	4	5	5	14
36	4	4	3	4	15	4	4	3	4	4	19	4	4	5	13
37	5	5	5	5	20	5	5	5	5	5	25	5	5	5	15
38	5	5	5	4	19	5	5	5	4	5	24	5	5	5	15
39	4	4	4	3	15	4	4	4	3	4	19	5	4	5	14
40	5	4	4	4	17	5	4	4	4	4	21	4	5	4	13

LAMPIRAN 8
DOKUMENTASI



LAMPIRAN 3

Frekuensi Pernyataan Responden

Frekuensi pernyataan responden

1. Kompensasi

Statistics

		x1.1	x1.2	x1.3	x1.4	x1
N	Valid	40	40	40	40	40
	Missing	0	0	0	0	0

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	5	12.5	12.5	15.0
	4	17	42.5	42.5	57.5
	5	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	10.0	10.0	10.0
	4	24	60.0	60.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	6	15.0	15.0	17.5
	4	19	47.5	47.5	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

x1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	12.5	12.5	12.5
	4	29	72.5	72.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

x1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11	1	2.5	2.5	2.5
	12	1	2.5	2.5	5.0
	13	1	2.5	2.5	7.5
	14	1	2.5	2.5	10.0
	15	7	17.5	17.5	27.5
	16	8	20.0	20.0	47.5
	17	6	15.0	15.0	62.5
	18	6	15.0	15.0	77.5
	19	8	20.0	20.0	97.5
	20	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

2. Lingkungan Kerja

Statistics

		x2.1	x2.2	x2.3	x2.4	x2.5	x2
N	Valid	40	40	40	40	40	40
	Missing	0	0	0	0	0	0

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	5	12.5	12.5	15.0
	4	17	42.5	42.5	57.5
	5	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	10.0	10.0	10.0
	4	24	60.0	60.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	6	15.0	15.0	17.5
	4	19	47.5	47.5	65.0
	5	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	12.5	12.5	12.5
	4	29	72.5	72.5	85.0
	5	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	4	10.0	10.0	10.0
	4	24	60.0	60.0	70.0
	5	12	30.0	30.0	100.0
	Total	40	100.0	100.0	

x2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14	1	2.5	2.5	2.5
	15	1	2.5	2.5	5.0
	17	1	2.5	2.5	7.5
	18	2	5.0	5.0	12.5
	19	7	17.5	17.5	30.0
	20	7	17.5	17.5	47.5
	21	6	15.0	15.0	62.5
	22	2	5.0	5.0	67.5
	23	5	12.5	12.5	80.0
	24	7	17.5	17.5	97.5
	25	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

3. Kinerja Karyawan

Statistics

		y1	y2	y3	y
N	Valid	40	40	40	40
	Missing	0	0	0	0

y1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	5.0	5.0	5.0
	4	17	42.5	42.5	47.5
	5	21	52.5	52.5	100.0
	Total	40	100.0	100.0	

y2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.5	2.5	2.5
	3	5	12.5	12.5	15.0
	4	17	42.5	42.5	57.5
	5	17	42.5	42.5	100.0
	Total	40	100.0	100.0	

y3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	16	40.0	40.0	40.0
	5	24	60.0	60.0	100.0
	Total	40	100.0	100.0	

y

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	1	2.5	2.5	2.5
	11	2	5.0	5.0	7.5
	12	7	17.5	17.5	25.0
	13	11	27.5	27.5	52.5
	14	11	27.5	27.5	80.0
	15	8	20.0	20.0	100.0
	Total	40	100.0	100.0	

LAMPIRAN 6
Hasil Analisis Regresi Linear Berganda

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT y
  /METHOD=ENTER x1 x2
  /SCATTERPLOT=(*ZRESID ,*ZPRED)
  /RESIDUALS HIST(ZRESID) NORM(ZRESID)

  /CASEWISE PLOT(ZRESID) OUTLIERS(3).
```

Variables Entered/Removed[b]

Model	Variables Entered	Variables Removed	Method
1	x2, x1[a]	.	Enter

a. All requested variables entered.

b. Dependent Variable: y

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.734[a]	.639	.744	.585	.639	21.591	2	37	.000

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	33.808	2	16.904	21.591	.000[a]
	Residual	28.967	37	.783		
	Total	62.775	39			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.124	1.166		6.110	.000		
	x1	1.880	.468	3.032	4.020	.000	.022	45.631
	x2	1.203	.375	2.418	3.206	.003	.022	45.631

a. Dependent Variable: y

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	x1	x2
1	1	2.990	1.000	.00	.00	.00
	2	.010	17.613	1.00	.01	.01
	3	.000	136.857	.00	.99	.99

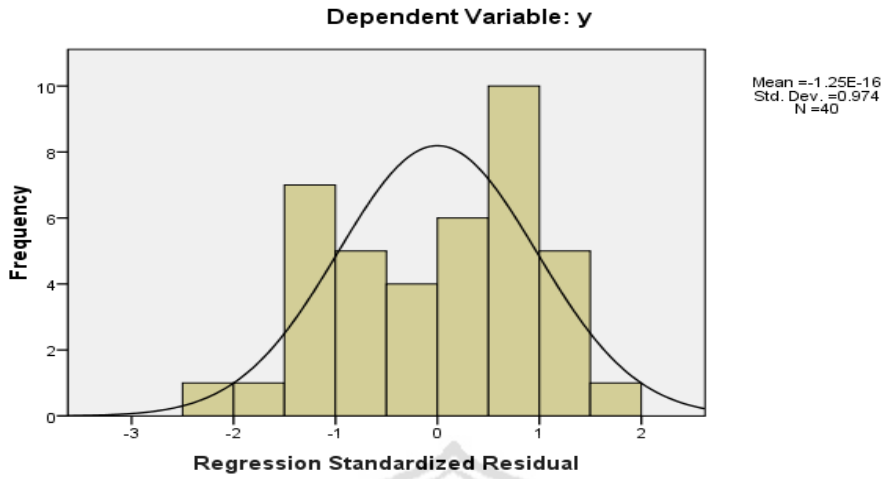
a. Dependent Variable: y

Residuals Statistics[a]

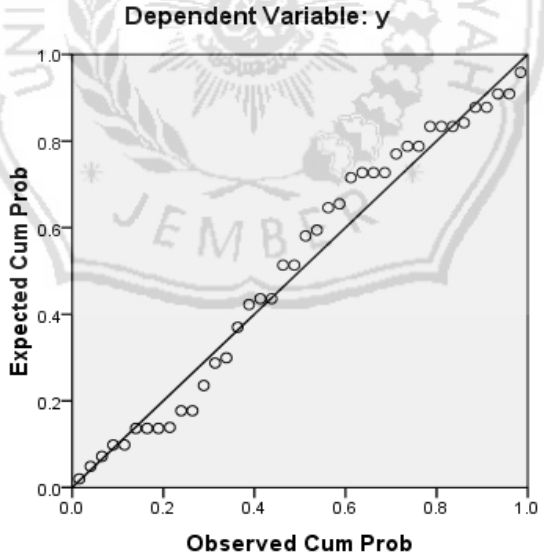
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.96	15.17	13.33	.931	40
Residual	-1.819	1.534	.000	.862	40
Std. Predicted Value	-2.539	1.985	.000	1.000	40
Std. Residual	-2.056	1.734	.000	.974	40

a. Dependent Variable: y

Histogram

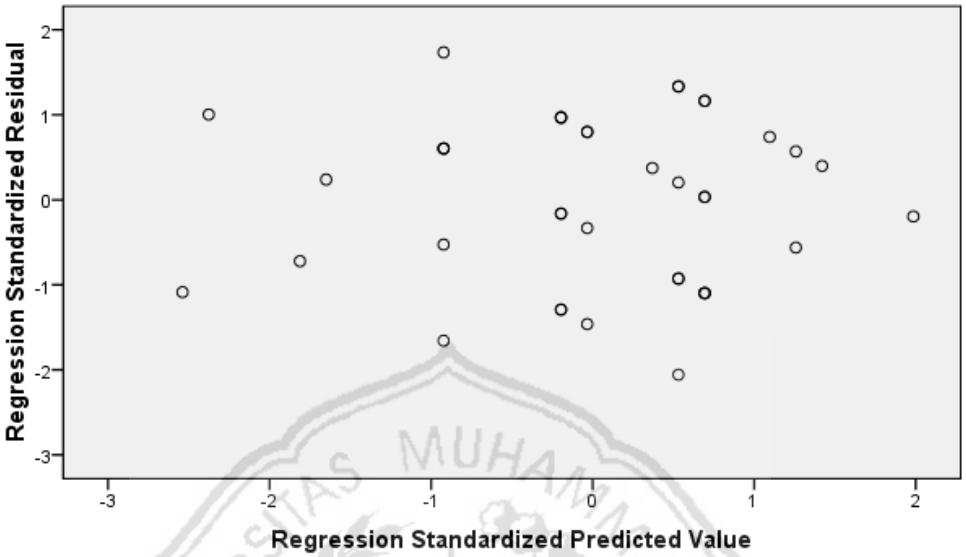


Normal P-P Plot of Regression Standardized Residual



Scatterplot

Dependent Variable: y



LAMPIRAN 2
Rekapitulasi Kuesioner

LAMPIRAN 4
Hasil Uji Validitas

1. Kompensasi

```
CORRELATIONS
  /VARIABLES=x1.1 x1.2 x1.3 x1.4 x1
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

		x1.1	x1.2	x1.3	x1.4	x1
x1.1	Pearson Correlation	1	.544**	.451**	.234	.771**
	Sig. (2-tailed)		.000	.004	.147	.000
	N	40	40	40	40	40
x1.2	Pearson Correlation	.544**	1	.537**	.302	.783**
	Sig. (2-tailed)	.000		.000	.058	.000
	N	40	40	40	40	40
x1.3	Pearson Correlation	.451**	.537**	1	.493**	.834**
	Sig. (2-tailed)	.004	.000		.001	.000
	N	40	40	40	40	40
x1.4	Pearson Correlation	.234	.302	.493**	1	.623**
	Sig. (2-tailed)	.147	.058	.001		.000
	N	40	40	40	40	40
x1	Pearson Correlation	.771**	.783**	.834**	.623**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	40	40	40	40	40

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

2. Lingkungan Kerja

```
CORRELATIONS
  /VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2
  /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.
```

Correlations

		x2.1	x2.2	x2.3	x2.4	x2.5	x2
x2.1	Pearson Correlation	1	.544**	.451**	.234	.544**	.748**
	Sig. (2-tailed)		.000	.004	.147	.000	.000
	N	40	40	40	40	40	40
x2.2	Pearson Correlation	.544**	1	.537**	.302	1.000**	.867**
	Sig. (2-tailed)	.000		.000	.058	.000	.000
	N	40	40	40	40	40	40
x2.3	Pearson Correlation	.451**	.537**	1	.493**	.537**	.797**
	Sig. (2-tailed)	.004	.000		.001	.000	.000
	N	40	40	40	40	40	40
x2.4	Pearson Correlation	.234	.302	.493**	1	.302	.572**
	Sig. (2-tailed)	.147	.058	.001		.058	.000
	N	40	40	40	40	40	40
x2.5	Pearson Correlation	.544**	1.000**	.537**	.302	1	.867**
	Sig. (2-tailed)	.000	.000	.000	.058		.000
	N	40	40	40	40	40	40
x2	Pearson Correlation	.748**	.867**	.797**	.572**	.867**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40

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

3. Kinerja Karyawan

```
CORRELATIONS
  /VARIABLES=y1 y2 y3 y
  /PRINT=TWOTAIL NOSIG

  /MISSING=PAIRWISE.
```

Correlations

		y1	y2	y3	y
y1	Pearson Correlation	1	.179	.311	.703**
	Sig. (2-tailed)		.268	.051	.000
	N	40	40	40	40
y2	Pearson Correlation	.179	1	.067	.722**
	Sig. (2-tailed)	.268		.683	.000
	N	40	40	40	40
y3	Pearson Correlation	.311	.067	1	.578**
	Sig. (2-tailed)	.051	.683		.000
	N	40	40	40	40
y	Pearson Correlation	.703**	.722**	.578**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	40	40	40	40

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

LAMPIRAN 5
Hasil Uji Reliabilitas

1. Kompensasi

```
RELIABILITY
  /VARIABLES=x1.1 x1.2 x1.3 x1.4 x1
  /SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.800	5

2. Lingkungan Kerja

```
RELIABILITY
  /VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2
  /SCALE('ALL VARIABLES') ALL

  /MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.798	6

3. Kinerja Karyawan

```
RELIABILITY
  /VARIABLES=y1 y2 y3 y
  /SCALE('ALL VARIABLES') ALL

  /MODEL=ALPHA.
```

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded[a]	0	.0
	Total	40	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.750	4

SURAT PERNYATAAN

Dengan ini saya menyatakan bahwa mahasiswa yang berketerangan dibawah ini telah melakukan serangkaian penelitian yang meliputi observasi, wawancara dan penyebaran koesioner sebagai bahan penyusunan skripsi.

Berikut ini adalah identitas mahasiswa yang bersangkutan :

Nama : Ali Wafi Pratama

NIM : 1410411045

Jurusan : Manajemen, Fakultas Ekonomi, Universitas Muhammadiah Jember

Pelaksanaan : 28- 05 - 2018 sd 19 - 06 - 2018

Demikian surat pernyataan ini kami buat dengan sebenar-benarnya tampa maksud lain apapun. Atas perhatian kami ucapkan terima kasih.

Jember, - - 2018

….....

KUESIONER PENELITIAN

Kepada Yth, :

Bapak/Ibu :

Karyawan UD Anugrah kalisat jember

Dengan Hormat,

Dalam rangka melaksanakan tugas skripsi di Fakultas Ekonomi Manajemen Universitas Muhammadiyah Jember, peneliti bermaksud mengadakan penelitian untuk menyusun skripsi yang berjudul **"PENGARUH PEMBERIAN KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN (PADA STUDI KASUS KARYAWAN UD ANUGRAH KALISAT JEMBER)".**

Berkenaan dengan penelitian tersebut, dengan segenap kerendahan hati, peneliti mengharap peran serta dan bantuan Bapak/Ibu untuk menjawab kuesioner yang telah tersusun dalam lembar daftar dengan sejujurnya. Keterangan yang Bapak/Ibu berikan akan dijamin kerahasiaannyadan hanya digunakan untuk kepentingan akademik untuk memberikan originalitas data dari penelitian ini.

Akhirnya atas bantuan dan partisipasi yang Bapak/Ibu berikan dalam mengisi kuesioner, peneliti mengucapkan terima kasih.

Hormat Peneliti

ALI WAFI PRATAMA

NIM. 1410411045

1. Identitas Peneliti

Nama : Ali wafi pratama

NIM : 1410411045

Status : Mahasiswa Fakultas Ekonomi Manajemen
Universitas Muhammadiyah Jember.

2. Identitas Responden

a. Jenis kelamin :

b. Usia :

3. Petunjuk Pengisian Angket

a. Daftar kuesioner ini hanya semata-mata untuk data penelitian dalam rangka menyelesaikan studi S1 di Universitas Muhammadiyah Jember Fakultas Ekonomi Manajemen.

b. Jawablah sesuai dengan pendapat Bapak/Ibu dan sesuai dengan keadaan yang dialami.

c. Berilah tanda *check list (√)* pada kolom yang tersedia dan pilih sesuai dengan keadaan yang dialami.

d. Petunjuk pengisian kuesioner:

   Ada lima (5) alternatif jawaban yang dapat dipilih, dan pilih salah satu jawaban yang menurut anda sesuai dengan kenyataan dengan memberi tanda *check list (√)* yaitu:

   i. Sangat Tidak Setuju (STS) Skor: 1
   ii. Tidak Setuju (TS) Skor: 2
   iii. Netral (N) Skor: 3
   iv. Setuju (S) Skor: 4
   v. Sangat Setuju (SS) Skor: 5

Kompensasi (X1)

No.	Pernyataan	SS	S	N	TS	STS
1.	Saya menerima gaji dan upah setiap saya menyelesaikan pekerjaan					
2.	Saya menerima insentif ketika target kerja saya melebihi apa yang ditargetkan					
3.	Saya menerima asuransi kesehatan					
4.	saya mendapatkan rekan kerja yang baik					

Lingkungan kerja (X2)

No.	Pernyataan	SS	S	N	TS	STS
1.	Saya mendapatkan pencahayaan mencukupi untuk melakukan pekerjaan					
2.	Saya cukup nyaman dengan suhu udara yang sejuk					
3.	Saya bekerja tanpa bau – bau yang tidak sedap					
4.	Saya bekerja dengan tata warna tempat kerja cukup menyenangkan					
5.	Saya bekerja sangat di hargai di lingkungan kerja sekitar saya melakukan pekerjaan					

Kinerja Karyawan (Y)

No.	Pernyataan	SS	S	N	TS	STS
1.	Saya mempunyai kemampuan yang baik dalam bekerja					
2.	Saya selalu berusaha untuk meningkatkan hasil kerja saya					
3.	Saya memiliki semangat kerja yang tinggi					