**Lampiran 1. Kuesioner Penelitian**

**DAFTAR PERTANYAAN**

1. **KOMPENSASI**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | SS | S | N | TS | STS |
| 1. | Saya memperoleh gaji serta tunjangan tepat waktu |  |  |  |  |  |
| 2. | Pemberian insentif kepada karyawan yang berprestasi |  |  |  |  |  |
| 3. | Insentif yang diberikan menambah semangat dalam bekerja |  |  |  |  |  |
| 4. | Tunjangan yang diberikan kepada saya dapat meningkatkan kepuasan kerja |  |  |  |  |  |
| 5. | Saya mendapat tunjangan kesehatan dari tempat saya bekerja |  |  |  |  |  |
| 6. | Tunjangan kesehatan yang diberikan dapat mencukupi kebutuhan kesehatan saya |  |  |  |  |  |
| 7. | Saya mendapat tunjangan hari raya dari tempat saya bekerja |  |  |  |  |  |
| 8. | Fasilitas yang saya dapatkan sesuai dengan kebutuhan pekerjaan |  |  |  |  |  |
| 9. | Saya memperoleh kenyamanan atas fasilitas yang telah disediakan |  |  |  |  |  |

1. **MOTIVASI**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | SS | S | N | TS | STS |
| 1. | Gaji cukup untuk memenuhi kebutuhan |  |  |  |  |  |
| 2. | Ada cuti sakit dari tempat bekerja |  |  |  |  |  |
| 3. | Merasa aman saat berada di tempat kerja |  |  |  |  |  |
| 4. | Bergaul dengan baik sesama rekan kerja |  |  |  |  |  |
| 5. | Terdapat rasa kekeluargaan dengan rekan kerja |  |  |  |  |  |
| 6. | Ada penghargaan untuk karyawan dengan kinerja terbaik |  |  |  |  |  |
| 7. | Mendapat bonus jika kinerja sangat baik |  |  |  |  |  |
| 8. | Mendapatkan peluang untuk mengembangkan keterampilan dan kemampuan |  |  |  |  |  |

1. **LINGKUNGAN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | SS | S | N | TS | STS |
| 1. | Ruang kerja saya mempunyai cahaya yang terang |  |  |  |  |  |
| 2. | Cahaya atau penerangan di ruang kerja saya tidak menyilaukan mata |  |  |  |  |  |
| 3. | Ruang kerja saya memiliki jendela dan ventilasi |  |  |  |  |  |
| 4. | Sirkulasi udara di ruang kerja saya bersih |  |  |  |  |  |
| 5. | Ruang kerja saya kondusif (tidak bising) |  |  |  |  |  |
| 6. | Ditempat saya bekerja, tidak terdapat bau yang sangat mengganggu |  |  |  |  |  |

1. **KEPUASAN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pertanyaan | SS | S | N | TS | STS |
| 1. | Saya merasa puas dengan pekerjaan yang dimiliki saat ini |  |  |  |  |  |
| 2. | Saya menganggap pekerjaan yang saya lakukan adalah sesuatu yang menyenangkan |  |  |  |  |  |
| 3. | Merasa puas dengan peluang karir yang ada |  |  |  |  |  |
| 4. | Saya merasa puas dengan pengawasan yang dilakukan oleh atasan |  |  |  |  |  |
| 5. | Saya memiliki hubungan yang baik dengan rekan kerja |  |  |  |  |  |
| 6. | Saya senang bekerja dengan rekan kerja |  |  |  |  |  |
| 7. | Saya memiliki rekan kerja yang bertanggung jawab |  |  |  |  |  |

**Lampiran 2. Jawaban Kuesioner**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | KOMPENSASI (X1) | | | | | | | | | MOTIVASI (X2) | | | | | | | |
| X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |
| 1. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 |
| 2. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 |
| 3. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 5. | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 |
| 6. | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 7. | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8. | 4 | 4 | 5 | 4 | 4 | 3 | 1 | 1 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 1 | 3 |
| 9. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10. | 5 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 3 | 5 |
| 11. | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12. | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13. | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 |
| 14. | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 |
| 15. | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 |
| 16. | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 |
| 17. | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 3 | 4 |
| 18. | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 19. | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 20. | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21. | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 |
| 22. | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 |
| 23. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 24. | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 |
| 25. | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 26. | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27. | 3 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 28. | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 29. | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 3 | 4 | 4 | 3 | 4 |
| 30. | 5 | 3 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 31. | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 32. | 1 | 2 | 2 | 2 | 5 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 4 |
| 33. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 |
| 34. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 35. | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 |
| 36. | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 |
| 37. | 5 | 5 | 5 | 4 | 5 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 |
| 38. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 39. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40. | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |
| 41. | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 3 | 4 |
| 42. | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |
| 43. | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 44. | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 45. | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 46. | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 47. | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 |
| 48. | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 49. | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 |
| 50. | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| NO. | LINGKUNGAN KERJA (X3) | | | | | | KEPUASAN KERJA (Y) | | | | | | |
| X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 |
| 1. | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 2. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 3. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 4. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 6. | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 |
| 7. | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 |
| 8. | 4 | 2 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 |
| 9. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 |
| 10. | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 11. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 12. | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13. | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 |
| 14. | 1 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 |
| 15. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 16. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 17. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 18. | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 19. | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 20. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 21. | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 22. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 23. | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 24. | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 |
| 25. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 26. | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 27. | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 28. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 29. | 4 | 3 | 5 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 30. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 |
| 31. | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 32. | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 4 |
| 33. | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 |
| 34. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 35. | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 36. | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 37. | 4 | 4 | 5 | 5 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 4 |
| 38. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 39. | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 40. | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 41. | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 2 | 3 | 4 | 4 | 4 |
| 42. | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 43. | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 44. | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 45. | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 |
| 46. | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 |
| 47. | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |
| 48. | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 49. | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 |
| 50. | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 |

**Lampiran 3. *Output* Uji Kualitas Data**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | TotalX1 |
| X1.1 | Pearson Correlation | 1 | .753\*\* | .643\*\* | .684\*\* | .399\*\* | .353\* | .594\*\* | .532\*\* | .638\*\* | .800\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .004 | .012 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.2 | Pearson Correlation | .753\*\* | 1 | .794\*\* | .587\*\* | .475\*\* | .460\*\* | .648\*\* | .574\*\* | .668\*\* | .849\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.3 | Pearson Correlation | .643\*\* | .794\*\* | 1 | .666\*\* | .494\*\* | .473\*\* | .484\*\* | .563\*\* | .652\*\* | .820\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .001 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.4 | Pearson Correlation | .684\*\* | .587\*\* | .666\*\* | 1 | .385\*\* | .371\*\* | .540\*\* | .535\*\* | .623\*\* | .763\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .006 | .008 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.5 | Pearson Correlation | .399\*\* | .475\*\* | .494\*\* | .385\*\* | 1 | .553\*\* | .557\*\* | .473\*\* | .436\*\* | .667\*\* |
| Sig. (2-tailed) | .004 | .000 | .000 | .006 |  | .000 | .000 | .001 | .002 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.6 | Pearson Correlation | .353\* | .460\*\* | .473\*\* | .371\*\* | .553\*\* | 1 | .432\*\* | .575\*\* | .459\*\* | .658\*\* |
| Sig. (2-tailed) | .012 | .001 | .001 | .008 | .000 |  | .002 | .000 | .001 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.7 | Pearson Correlation | .594\*\* | .648\*\* | .484\*\* | .540\*\* | .557\*\* | .432\*\* | 1 | .685\*\* | .689\*\* | .804\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .002 |  | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.8 | Pearson Correlation | .532\*\* | .574\*\* | .563\*\* | .535\*\* | .473\*\* | .575\*\* | .685\*\* | 1 | .859\*\* | .825\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .001 | .000 | .000 |  | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X1.9 | Pearson Correlation | .638\*\* | .668\*\* | .652\*\* | .623\*\* | .436\*\* | .459\*\* | .689\*\* | .859\*\* | 1 | .856\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .002 | .001 | .000 | .000 |  | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TotalX1 | Pearson Correlation | .800\*\* | .849\*\* | .820\*\* | .763\*\* | .667\*\* | .658\*\* | .804\*\* | .825\*\* | .856\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .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). | | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .921 | 9 |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | TotalX2 |
| X2.1 | Pearson Correlation | 1 | .783\*\* | .603\*\* | .544\*\* | .618\*\* | .497\*\* | .441\*\* | .593\*\* | .744\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .001 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.2 | Pearson Correlation | .783\*\* | 1 | .640\*\* | .635\*\* | .703\*\* | .680\*\* | .566\*\* | .738\*\* | .841\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.3 | Pearson Correlation | .603\*\* | .640\*\* | 1 | .837\*\* | .846\*\* | .589\*\* | .526\*\* | .746\*\* | .860\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.4 | Pearson Correlation | .544\*\* | .635\*\* | .837\*\* | 1 | .915\*\* | .625\*\* | .595\*\* | .823\*\* | .891\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.5 | Pearson Correlation | .618\*\* | .703\*\* | .846\*\* | .915\*\* | 1 | .686\*\* | .602\*\* | .863\*\* | .927\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.6 | Pearson Correlation | .497\*\* | .680\*\* | .589\*\* | .625\*\* | .686\*\* | 1 | .713\*\* | .731\*\* | .818\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.7 | Pearson Correlation | .441\*\* | .566\*\* | .526\*\* | .595\*\* | .602\*\* | .713\*\* | 1 | .652\*\* | .758\*\* |
| Sig. (2-tailed) | .001 | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X2.8 | Pearson Correlation | .593\*\* | .738\*\* | .746\*\* | .823\*\* | .863\*\* | .731\*\* | .652\*\* | 1 | .911\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TotalX2 | Pearson Correlation | .744\*\* | .841\*\* | .860\*\* | .891\*\* | .927\*\* | .818\*\* | .758\*\* | .911\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .942 | 8 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | TotalX3 |
| X3.1 | Pearson Correlation | 1 | .678\*\* | .825\*\* | .652\*\* | .741\*\* | .660\*\* | .860\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X3.2 | Pearson Correlation | .678\*\* | 1 | .632\*\* | .732\*\* | .688\*\* | .658\*\* | .839\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X3.3 | Pearson Correlation | .825\*\* | .632\*\* | 1 | .716\*\* | .669\*\* | .669\*\* | .856\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X3.4 | Pearson Correlation | .652\*\* | .732\*\* | .716\*\* | 1 | .793\*\* | .837\*\* | .909\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X3.5 | Pearson Correlation | .741\*\* | .688\*\* | .669\*\* | .793\*\* | 1 | .811\*\* | .896\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| X3.6 | Pearson Correlation | .660\*\* | .658\*\* | .669\*\* | .837\*\* | .811\*\* | 1 | .886\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TotalX3 | Pearson Correlation | .860\*\* | .839\*\* | .856\*\* | .909\*\* | .896\*\* | .886\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .937 | 6 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | TotalY |
| Y.1 | Pearson Correlation | 1 | .817\*\* | .795\*\* | .689\*\* | .752\*\* | .758\*\* | .725\*\* | .883\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Y.2 | Pearson Correlation | .817\*\* | 1 | .741\*\* | .651\*\* | .779\*\* | .786\*\* | .759\*\* | .880\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Y.3 | Pearson Correlation | .795\*\* | .741\*\* | 1 | .681\*\* | .673\*\* | .673\*\* | .645\*\* | .828\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Y.4 | Pearson Correlation | .689\*\* | .651\*\* | .681\*\* | 1 | .790\*\* | .791\*\* | .752\*\* | .853\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Y.5 | Pearson Correlation | .752\*\* | .779\*\* | .673\*\* | .790\*\* | 1 | .986\*\* | .944\*\* | .947\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Y.6 | Pearson Correlation | .758\*\* | .786\*\* | .673\*\* | .791\*\* | .986\*\* | 1 | .956\*\* | .951\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  | .000 | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| Y.7 | Pearson Correlation | .725\*\* | .759\*\* | .645\*\* | .752\*\* | .944\*\* | .956\*\* | 1 | .926\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 |  | .000 |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TotalY | Pearson Correlation | .883\*\* | .880\*\* | .828\*\* | .853\*\* | .947\*\* | .951\*\* | .926\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .959 | 7 |

**Lampiran 4. *Output* Statistik Deskriptif**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Jenis Kelamin** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki - laki | 18 | 36.0 | 36.0 | 36.0 |
| Perempuan | 32 | 64.0 | 64.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Usia** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | < 30 tahun | 9 | 18.0 | 18.0 | 18.0 |
| 31 - 40 tahun | 6 | 12.0 | 12.0 | 30.0 |
| 41 - 49 tahun | 20 | 40.0 | 40.0 | 70.0 |
| > 50 tahun | 15 | 30.0 | 30.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Pendidikan Terakhir** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SLTA / SMA | 3 | 6.0 | 6.0 | 6.0 |
| D3 / Diploma III | 3 | 6.0 | 6.0 | 12.0 |
| S1 / Strata 1 | 32 | 64.0 | 64.0 | 76.0 |
| S2 / Strata 2 | 12 | 24.0 | 24.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Lama Bekerja** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | < 2 tahun | 5 | 10.0 | 10.0 | 10.0 |
| 2 - 5 tahun | 9 | 18.0 | 18.0 | 28.0 |
| 6 - 10 tahun | 7 | 14.0 | 14.0 | 42.0 |
| > 10 tahun | 29 | 58.0 | 58.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 4.0 | 4.0 | 4.0 |
| TS | 1 | 2.0 | 2.0 | 6.0 |
| N | 2 | 4.0 | 4.0 | 10.0 |
| S | 20 | 40.0 | 40.0 | 50.0 |
| SS | 25 | 50.0 | 50.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 5 | 10.0 | 10.0 | 16.0 |
| S | 29 | 58.0 | 58.0 | 74.0 |
| SS | 13 | 26.0 | 26.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 7 | 14.0 | 14.0 | 20.0 |
| S | 20 | 40.0 | 40.0 | 60.0 |
| SS | 20 | 40.0 | 40.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 3 | 6.0 | 6.0 | 6.0 |
| N | 6 | 12.0 | 12.0 | 18.0 |
| S | 29 | 58.0 | 58.0 | 76.0 |
| SS | 12 | 24.0 | 24.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| N | 2 | 4.0 | 4.0 | 6.0 |
| S | 25 | 50.0 | 50.0 | 56.0 |
| SS | 22 | 44.0 | 44.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 7 | 14.0 | 14.0 | 20.0 |
| S | 29 | 58.0 | 58.0 | 78.0 |
| SS | 11 | 22.0 | 22.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 4.0 | 4.0 | 4.0 |
| TS | 2 | 4.0 | 4.0 | 8.0 |
| N | 3 | 6.0 | 6.0 | 14.0 |
| S | 26 | 52.0 | 52.0 | 66.0 |
| SS | 17 | 34.0 | 34.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 4.0 | 4.0 | 4.0 |
| TS | 1 | 2.0 | 2.0 | 6.0 |
| N | 6 | 12.0 | 12.0 | 18.0 |
| S | 27 | 54.0 | 54.0 | 72.0 |
| SS | 14 | 28.0 | 28.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 6 | 12.0 | 12.0 | 16.0 |
| S | 30 | 60.0 | 60.0 | 76.0 |
| SS | 12 | 24.0 | 24.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X1.1 | 50 | 1 | 5 | 4.30 | .953 |
| X1.2 | 50 | 1 | 5 | 4.02 | .845 |
| X1.3 | 50 | 1 | 5 | 4.12 | .940 |
| X1.4 | 50 | 2 | 5 | 4.00 | .782 |
| X1.5 | 50 | 1 | 5 | 4.34 | .745 |
| X1.6 | 50 | 1 | 5 | 3.94 | .843 |
| X1.7 | 50 | 1 | 5 | 4.08 | .966 |
| X1.8 | 50 | 1 | 5 | 4.00 | .926 |
| X1.9 | 50 | 1 | 5 | 4.02 | .795 |
| Valid N (listwise) | 50 |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 4 | 8.0 | 8.0 | 10.0 |
| N | 2 | 4.0 | 4.0 | 14.0 |
| S | 37 | 74.0 | 74.0 | 88.0 |
| SS | 6 | 12.0 | 12.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 3 | 6.0 | 6.0 | 10.0 |
| S | 36 | 72.0 | 72.0 | 82.0 |
| SS | 9 | 18.0 | 18.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 2 | 4.0 | 4.0 | 10.0 |
| S | 28 | 56.0 | 56.0 | 66.0 |
| SS | 17 | 34.0 | 34.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 5 | 10.0 | 10.0 | 14.0 |
| S | 18 | 36.0 | 36.0 | 50.0 |
| SS | 25 | 50.0 | 50.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 4.0 | 4.0 | 4.0 |
| N | 3 | 6.0 | 6.0 | 10.0 |
| S | 18 | 36.0 | 36.0 | 46.0 |
| SS | 27 | 54.0 | 54.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 7 | 14.0 | 14.0 | 20.0 |
| S | 29 | 58.0 | 58.0 | 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 | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 3 | 6.0 | 6.0 | 8.0 |
| N | 17 | 34.0 | 34.0 | 42.0 |
| S | 22 | 44.0 | 44.0 | 86.0 |
| SS | 7 | 14.0 | 14.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 4 | 8.0 | 8.0 | 12.0 |
| S | 28 | 56.0 | 56.0 | 68.0 |
| SS | 16 | 32.0 | 32.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X2.1 | 50 | 1 | 5 | 3.86 | .808 |
| X2.2 | 50 | 1 | 5 | 4.02 | .714 |
| X2.3 | 50 | 1 | 5 | 4.16 | .842 |
| X2.4 | 50 | 1 | 5 | 4.30 | .886 |
| X2.5 | 50 | 1 | 5 | 4.36 | .921 |
| X2.6 | 50 | 1 | 5 | 3.94 | .843 |
| X2.7 | 50 | 1 | 5 | 3.62 | .878 |
| X2.8 | 50 | 1 | 5 | 4.14 | .808 |
| Valid N (listwise) | 50 |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 2 | 4.0 | 4.0 | 8.0 |
| S | 37 | 74.0 | 74.0 | 82.0 |
| SS | 9 | 18.0 | 18.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | TS | 5 | 10.0 | 10.0 | 10.0 |
| N | 2 | 4.0 | 4.0 | 14.0 |
| S | 32 | 64.0 | 64.0 | 78.0 |
| SS | 11 | 22.0 | 22.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 2 | 4.0 | 4.0 | 8.0 |
| S | 27 | 54.0 | 54.0 | 62.0 |
| SS | 19 | 38.0 | 38.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 5 | 10.0 | 10.0 | 16.0 |
| S | 25 | 50.0 | 50.0 | 66.0 |
| SS | 17 | 34.0 | 34.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 5 | 10.0 | 10.0 | 16.0 |
| S | 33 | 66.0 | 66.0 | 82.0 |
| SS | 9 | 18.0 | 18.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 6 | 12.0 | 12.0 | 16.0 |
| S | 30 | 60.0 | 60.0 | 76.0 |
| SS | 12 | 24.0 | 24.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| X3.1 | 50 | 1 | 5 | 4.04 | .699 |
| X3.2 | 50 | 2 | 5 | 3.98 | .820 |
| X3.3 | 50 | 1 | 5 | 4.24 | .797 |
| X3.4 | 50 | 1 | 5 | 4.10 | .886 |
| X3.5 | 50 | 1 | 5 | 3.94 | .793 |
| X3.6 | 50 | 1 | 5 | 4.02 | .795 |
| Valid N (listwise) | 50 |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 3 | 6.0 | 6.0 | 8.0 |
| N | 3 | 6.0 | 6.0 | 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.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 4 | 8.0 | 8.0 | 12.0 |
| S | 30 | 60.0 | 60.0 | 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 | TS | 5 | 10.0 | 10.0 | 10.0 |
| N | 5 | 10.0 | 10.0 | 20.0 |
| S | 31 | 62.0 | 62.0 | 82.0 |
| SS | 9 | 18.0 | 18.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 2 | 4.0 | 4.0 | 6.0 |
| N | 7 | 14.0 | 14.0 | 20.0 |
| S | 31 | 62.0 | 62.0 | 82.0 |
| SS | 9 | 18.0 | 18.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 3 | 6.0 | 6.0 | 10.0 |
| S | 21 | 42.0 | 42.0 | 52.0 |
| SS | 24 | 48.0 | 48.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

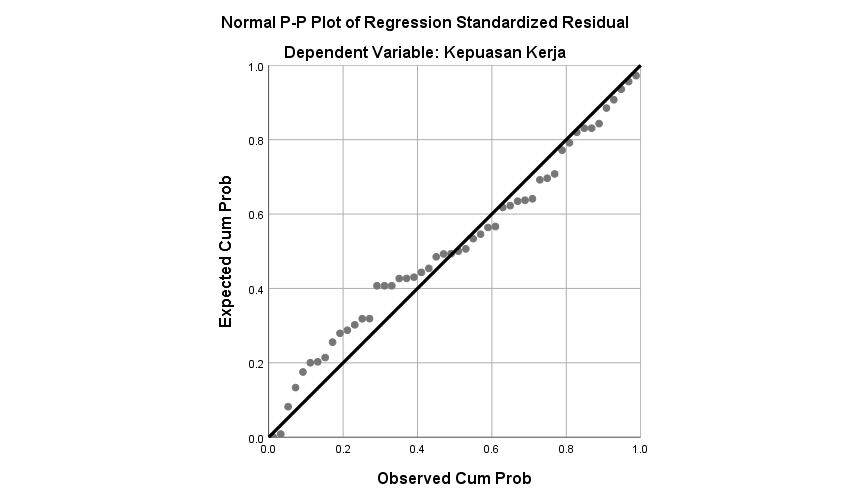
|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 1 | 2.0 | 2.0 | 2.0 |
| TS | 1 | 2.0 | 2.0 | 4.0 |
| N | 3 | 6.0 | 6.0 | 10.0 |
| S | 22 | 44.0 | 44.0 | 54.0 |
| SS | 23 | 46.0 | 46.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 2 | 4.0 | 4.0 | 4.0 |
| TS | 1 | 2.0 | 2.0 | 6.0 |
| N | 2 | 4.0 | 4.0 | 10.0 |
| S | 22 | 44.0 | 44.0 | 54.0 |
| SS | 23 | 46.0 | 46.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Y.1 | 50 | 1 | 5 | 4.04 | .880 |
| Y.2 | 50 | 1 | 5 | 4.10 | .789 |
| Y.3 | 50 | 2 | 5 | 3.88 | .824 |
| Y.4 | 50 | 1 | 5 | 3.90 | .814 |
| Y.5 | 50 | 1 | 5 | 4.32 | .844 |
| Y.6 | 50 | 1 | 5 | 4.30 | .839 |
| Y.7 | 50 | 1 | 5 | 4.26 | .944 |
| Valid N (listwise) | 50 |  |  |  |  |

**Lampiran 5. *Output* Uji Asumsi Klasik**

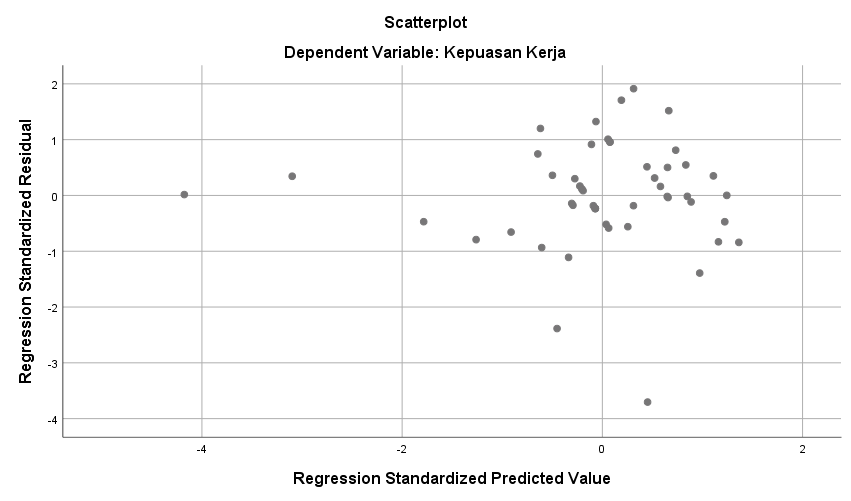
**Uji Normalitas**



**Uji Multikolinieeritas**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | -.171 | 1.708 |  | -.100 | .921 |  |  |
| Kompensasi | -.032 | .089 | -.036 | -.356 | .724 | .251 | 3.977 |
| Motivasi | .666 | .136 | .709 | 4.910 | .000 | .125 | 7.968 |
| Lingkungan Kerja | .352 | .164 | .277 | 2.146 | .037 | .157 | 6.371 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | | | |

**Uji Heteroskedastisitas**



**Lampiran 6. *Output* Uji Hipotesis**

**Uji Regresi Linier Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -.171 | 1.708 |  | -.100 | .921 |
| Kompensasi | -.032 | .089 | -.036 | -.356 | .724 |
| Motivasi | .666 | .136 | .709 | 4.910 | .000 |
| Lingkungan Kerja | .352 | .164 | .277 | 2.146 | .037 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |

**Uji T**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | -.171 | 1.708 |  | -.100 | .921 |
| Kompensasi | -.032 | .089 | -.036 | -.356 | .724 |
| Motivasi | .666 | .136 | .709 | 4.910 | .000 |
| Lingkungan Kerja | .352 | .164 | .277 | 2.146 | .037 |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |

**Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1219.165 | 3 | 406.388 | 112.050 | .000b |
| Residual | 166.835 | 46 | 3.627 |  |  |
| Total | 1386.000 | 49 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja | | | | | | |
| b. Predictors: (Constant), Lingkungan Kerja, Kompensasi, Motivasi | | | | | | |

**Uji Koefisien Determinasi (R²)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .938a | .880 | .872 | 1.904 |
| a. Predictors: (Constant), Lingkungan Kerja, Kompensasi, Motivasi | | | | |
| b. Dependent Variable: Kepuasan Kerja | | | | |