LAMPIRAN

Lampiran 1

Kuesioner

KUESIONER SURVEY

No: **R.....**

Penelitian ini merupakan penelitian ilmiah mengenai Analisis Pengaruh Kompensasi Tunjangan Kesehatan pada Profesi Perawat dan Kepuasan Kerja terhadap Kinerja melalui Komitmen Organisasional sebagai Variabel Intervening. *Output* dari penelitian ini akan menjadi masukan atau rekomendasi bagi Yayasan atau pihak rumah sakit secara internal. Untuk itu, mohon bantuan Saudara untuk berpartisipasi mengisi kuesioner ini. Sepenuhnya, saya menjamin kerahasiaan identitas Saudara.

Atas kerja sama, partisipasi, dan kesediaan Saudara mengisi kuesioner ini, saya sampaikan berlimpah terima kasih. Tuhan memberkati!

Riang Prasetya

A. IDENTITAS RESPONDEN (*Lingkari salah satu item di bawah ini*)

1. Jenis Kelamin : a. Pria b.Wanita
2. Status perkawinan : a. Belum menikah b. Menikah
3. Masa kerja : a. 1-3 tahun d.10-15 tahun
   b. 3-5 tahun e.>15 tahun
   c. 5-10 tahun
4. Pendidikan terakhir : a. SMA/sederajat d.S2
   b. Diploma e.S3
   c. S1
5. Usia saat ini : a. <20thn d. 41thn-50thn
   b. 20 thn-30thn e. >50 thn
   c. 31thn-40thn

Petunjuk pengisian:

a. Silakan tentukan pendapat anda atas kondisi riil di perusahaan anda dengan merujuk pada pernyataan-pernyataan (**kuesioner**) berikut!
b. Berikan pendapatmu dengan melingkari jawaban yang anda anggap paling tepat menjelaskan pengalaman anda!
   1. Sangat tidak setuju
   2. Tidak setuju
   3. Setuju
   4. Sangat Setuju

NO	PERNYATAAN	JAWABAN			
		Sangat tidak setuju	Tidak setuju	Setuju	Sangat setuju
1	Saya mendapatkan jaminan kesehatan berupa pemeriksaan kesehatan	1	2	3	4
2	Saya mendapatkan jaminan kesehatan berupa pengobatan	1	2	3	4
3	Saya mendapatkan jaminan kesehatan berupa konsultasi medis	1	2	3	4
4	Saya mendapatkan jaminan kesehatan berupa rawat jalan	1	2	3	4
5	Saya mendapatkan jaminan kesehatan berupa rawat inap	1	2	3	4
6	Saya mendapatkan jaminan pensiun / pesangon	1	2	3	4
7	Saya mendapatkan jaminan sosial berupa jaminan kecelakaan kerja	1	2	3	4
8	Saya mendapatkan jaminan sosial berupa jaminan kematian	1	2	3	4
9	Saya menerima upah sesuai dengan yang diharapkan	1	2	3	4
10	Saya menerima upah sesuai dengan beban kerja saya	1	2	3	4
11	Di perusahaan ini saya mendapat kesempatan promosi	1	2	3	4
12	Di perusahaan ini saya punya karir yang menjanjikan	1	2	3	4
13	Perusahaan ini punya prospek masa depan	1	2	3	4
14	Saya memiliki hubungan yang baik dengan atasan	1	2	3	4
15	Atasan penuh perhatian terhadap saya	1	2	3	4
16	Atasan saya mengapresiasi prestasi bawahan	1	2	3	4

NO	PERNYATAAN	JAWABAN			
		Sangat tidak setuju	Tidak setuju	Setuju	Sangat setuju
17	Pekerjaan saya saat ini cukup menantang	1	2	3	4
18	Pekerjaan saya saat ini menyenangkan	1	2	3	4
19	Suasana kerja tidak bising atau mengganggu pendengaran	1	2	3	4
20	Penerangan di tempat kerja cukup bagus	1	2	3	4
21	Pekerjaan saya tidak membahayakan keselamatan saya	1	2	3	4
22	Saya bangga menjadi bagian dari perusahaan ini	1	2	3	4
23	Saya memiliki kesamaan nilai-nilai yang diterapkan dalam perusahaan ini	1	2	3	4
24	Bagi saya, meninggalkan perusahaan ini adalah hal yang sangat merugikan	1	2	3	4
25	Jika saya memutuskan untuk meninggalkan perusahaan ini, banyak hal dalam kehidupan saya akan terganggu	1	2	3	4
26	Saya ingin terus menjadi bagian dari perusahaan ini	1	2	3	4
27	Saya merasa bahwa nilai-nilai yang ada dalam visi dan misi perusahaan sesuai dengan apa yang saya yakini	1	2	3	4
28	Saya mampu bekerja sesuai dengan standar kerja yang telah ditentukan.	1	2	3	4
29	Saya mampu meminimalisir kesalahan dalam bekerja	1	2	3	4
30	Saya mampu menyelesaikan semua pekerjaan yang menjadi tugas pokok saya	1	2	3	4
31	Saya mampu menyelesaikan pekerjaan tambahan yang diberikan atasan	1	2	3	4

NO	PERNYATAAN	JAWABAN			
		Sangat tidak setuju	Tidak setuju	Setuju	Sangat setuju
32	Saya mampu menyelesaikan pekerjaan tepat waktu	1	2	3	4
33	Saya tidak pernah menunda penyelesaian pekerjaan yang diberikan	1	2	3	4
34	Saya hadir di kantor sesuai dengan jam kerja yang telah ditentukan.	1	2	3	4
35	Saya tidak meninggalkan kantor pada jam kerja, kecuali keperluan pekerjaan.	1	2	3	4
36	Saya mampu bekerjasama dengan rekan kerja yang lain.	1	2	3	4
37	Saya selalu terbuka pada pendapat orang lain	1	2	3	4

Lampiran 2

Data *Pre-tes*

No	Kompensasi Tidak Langsung								Kepuasan Kerja													Komitmen Organisasional						Kinerja									
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8	9	10	11	12	13	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9	10
	Jaminan Kesehatan					Jaminan Ketenagakerjaan			Pay		Promotion			Supervision			Working condition					Afektif		Continus		Normative		Kualitas kerja		Kuantitas kerja		Ketepatan waktu		Kehadiran		Kemampuan	
1	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4
2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3
3	4	4	4	4	4	3	3	4	3	3	3	3	4	4	3	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	4	4	4	3	3	3	3
4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	3	3	4	4	4	3	4	4	3	4	4	4	4	3	4	3	4
5	3	3	3	3	2	2	3	3	3	3	2	2	3	3	3	2	2	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	3	2	3	3	2
6	4	4	4	4	3	4	3	3	3	3	3	4	4	4	4	4	3	4	3	3	4	3	3	4	4	4	4	4	4	4	4	4	4	4	3	3	4
7	4	4	4	4	4	4	3	4	4	3	3	4	3	2	2	2	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	3	3	3	3
8	4	3	4	4	4	4	4	4	3	3	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	4	4
9	3	3	3	3	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	3	3	4	3	3	3	3	3	3	3	3
10	3	3	3	3	3	2	3	2	2	3	3	3	3	3	3	3	4	4	4	4	3	3	3	3	3	3	3	3	2	3	2	2	3	3	3	3	3
11	4	4	4	4	3	4	3	3	3	4	3	4	4	4	4	4	4	4	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4
12	4	4	3	4	4	3	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	3	3	4
13	4	3	4	4	3	4	4	4	3	3	4	4	4	4	4	3	3	3	4	4	4	4	4	4	4	3	3	4	4	4	3	4	4	3	4	4	4
14	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	3	4	4	4	4	4	4	4	4	4	4
15	3	3	3	3	3	3	3	3	3	4	4	3	3	3	3	3	3	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	4	4	3
16	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	3	4	4	3	4	4	4	4	4	4	4	4
17	3	3	3	3	2	3	3	3	2	3	2	4	4	4	4	3	3	3	3	3	4	4	4	2	4	4	2	4	4	3	3	3	3	2	4	4	4
18	4	4	4	4	3	3	3	3	3	3	3	3	4	3	3	3	3	3	2	2	3	3	3	3	4	4	4	3	4	4	4	4	4	3	3	3	3
19	3	3	3	4	4	3	4	4	4	3	4	2	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3	3	3	4	4	3	3	3
20	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	3	4	4	4
21	4	4	3	3	4	3	4	4	4	4	4	4	4	4	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	3	4	4
22	3	3	3	3	3	3	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	3	3	3	2	3	3
23	4	4	3	3	2	2	3	3	3	3	3	3	3	2	3	3	2	2	2	3	3	3	3	3	3	3	3	3	3	4	4	3	3	2	3	3	3
24	4	4	4	4	4	4	4	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4
25	4	4	4	4	4	4	3	3	4	4	4	4	4	4	3	4	4	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4
26	4	4	4	3	3	3	4	4	3	4	3	3	3	2	2	4	4	4	4	2	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4	4	3
27	4	3	4	4	4	3	3	3	3	3	3	4	4	3	3	3	3	3	3	3	3	3	4	4	4	4	3	3	3	4	3	4	4	4	4	3	3
28	3	3	3	3	2	3	3	2	2	3	2	3	3	3	3	3	3	3	3	3	3	3	4	3	3	4	4	3	4	3	3	3	3	2	4	4	4
29	4	4	4	3	4	4	3	4	3	3	3	4	4	4	4	4	4	4	3	4	3	3	3	3	4	4	4	4	4	4	4	4	3	4	4	4	4
30	4	4	4	4	4	4	3	3	3	3	3	3	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

Lampiran 3
Data Analisa Pretes

Validitas Relibilitas Variabel Kompensasi Tidak Langsung

1. Dimensi Jaminan Kesehatan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.761
Bartlett's Test of Sphericity	Approx. Chi-Square	87.392
	df	10
	Sig.	.000

Anti-image Matrices

		KTL1	KTL2	KTL3	KTL4	KTL5
Anti-image Covariance	KTL1	.166	-.162	-.123	-.046	-.038
	KTL2	-.162	.326	.033	.062	-.011
	KTL3	-.123	.033	.297	-.116	.013
	KTL4	-.046	.062	-.116	.439	-.209
	KTL5	-.038	-.011	.013	-.209	.606
Anti-image Correlation	KTL1	.700[a]	-.697	-.553	-.169	-.120
	KTL2	-.697	.713[a]	.106	.163	-.024
	KTL3	-.553	.106	.799[a]	-.321	.030
	KTL4	-.169	.163	-.321	.806[a]	-.405
	KTL5	-.120	-.024	.030	-.405	.847[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KTL1	.926
KTL2	.782
KTL3	.878
KTL4	.796
KTL5	.704

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.862	.876	5

2. Dimensi Jaminan Ketenagakerjaan

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.620
Bartlett's Test of Sphericity	Approx. Chi-Square	20.120
	df	3
	Sig.	.000

Anti-image Matrices

		KTL6	KTL7	KTL8
Anti-image Covariance	KTL6	.834	-.095	-.150
	KTL7	-.095	.561	-.332
	KTL8	-.150	-.332	.543
Anti-image Correlation	KTL6	.798[a]	-.139	-.223
	KTL7	-.139	.591[a]	-.601
	KTL8	-.223	-.601	.585[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KTL6	.674
KTL7	.855
KTL8	.870

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.714	.722	3

Validitas Relibilitas Variabel Kepuasan kerja

1. Dimensi Pay

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.500
Bartlett's Test of Sphericity	Approx. Chi-Square	13.309
	df	1
	Sig.	.000

Anti-image Matrices

		KK1	KK2
Anti-image Covariance	KK1	.616	-.382
	KK2	-.382	.616
Anti-image Correlation	KK1	.500[a]	-.619
	KK2	-.619	.500[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK1	.900
KK2	.900

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.754	.765	2

2. Dimensi Promotion

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.659
Bartlett's Test of Sphericity	Approx. Chi-Square	16.367
	df	3
	Sig.	.001

Anti-image Matrices

		KK3	KK4	KK5
Anti-image Covariance	KK3	.786	-.169	-.176
	KK4	-.169	.658	-.303
	KK5	-.176	-.303	.654
Anti-image Correlation	KK3	.742[a]	-.234	-.245
	KK4	-.234	.635[a]	-.462
	KK5	-.245	-.462	.633[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK3	.737
KK4	.826
KK5	.829

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.704	.715	3

3. Dimensi Supervision

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.677
Bartlett's Test of Sphericity	Approx. Chi-Square	42.571
	df	3
	Sig.	.000

Anti-image Matrices

		KK6	KK7	KK8
Anti-image Covariance	KK6	.356	-.228	-.041
	KK7	-.228	.302	-.167
	KK8	-.041	-.167	.582
Anti-image Correlation	KK6	.658[a]	-.697	-.089
	KK7	-.697	.621[a]	-.397
	KK8	-.089	-.397	.813[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK6	.896
KK7	.930
KK8	.819

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.856	.857	3

4. Dimensi Working Condition

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.756
Bartlett's Test of Sphericity	Approx. Chi-Square	73.296
	df	10
	Sig.	.000

Anti-image Matrices

		KK9	KK10	KK11	KK12	KK13
Anti-image Covariance	KK9	.390	-.212	-.057	.002	.094
	KK10	-.212	.298	-.099	.034	-.056
	KK11	-.057	-.099	.279	-.168	-.171
	KK12	.002	.034	-.168	.608	-.070
	KK13	.094	-.056	-.171	-.070	.508
Anti-image Correlation	KK9	.707[a]	-.622	-.173	.005	.210
	KK10	-.622	.735[a]	-.343	.079	-.145
	KK11	-.173	-.343	.764[a]	-.409	-.454
	KK12	.005	.079	-.409	.818[a]	-.126
	KK13	.210	-.145	-.454	-.126	.781[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KK9	.752
KK10	.858
KK11	.915
KK12	.684
KK13	.741

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.849	.850	5

Validitas Relibilitas Variabel Komitmen Organisasional

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.663
Bartlett's Test of Sphericity	Approx. Chi-Square	54.682
	df	15
	Sig.	.000

Anti-image Matrices

		KO1	KO2	KO3	KO4	KO5	KO6
Anti-image Covariance	KO1	.614	-.279	.022	.029	-.204	.047
	KO2	-.279	.495	-.129	-.108	.154	-.061
	KO3	.022	-.129	.449	-.202	.041	-.204
	KO4	.029	-.108	-.202	.420	-.243	.064
	KO5	-.204	.154	.041	-.243	.575	-.147
	KO6	.047	-.061	-.204	.064	-.147	.729
Anti-image Correlation	KO1	.628[a]	-.507	.041	.058	-.343	.071
	KO2	-.507	.655[a]	-.273	-.236	.289	-.101
	KO3	.041	-.273	.721[a]	-.466	.081	-.357
	KO4	.058	-.236	-.466	.682[a]	-.495	.116
	KO5	-.343	.289	.081	-.495	.559[a]	-.227
	KO6	.071	-.101	-.357	.116	-.227	.718[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component
	1
KO1	.626
KO2	.728
KO3	.801
KO4	.815
KO5	.617
KO6	.584

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.781	.788	6

Validitas Relibilitas Variabel Kinerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.720
Bartlett's Test of Sphericity	Approx. Chi-Square	146.762
	df	45
	Sig.	.000

Anti-image Matrices

		Ki1	Ki2	Ki3	Ki4	Ki5	Ki6	KI7	Ki8	Ki9	Ki10
Anti-image Covariance	Ki1	.368	-.215	-.048	-.019	.029	-.031	-.141	-.038	-.009	-.072
	Ki2	-.215	.541	.053	-.027	-.065	.056	-.003	.073	-.036	-.023
	Ki3	-.048	.053	.371	-.178	-.026	.038	-.096	-.078	.056	-.059
	Ki4	-.019	-.027	-.178	.308	-.123	.031	.056	.131	.001	-.034
	Ki5	.029	-.065	-.026	-.123	.217	-.167	.018	-.106	-.063	.088
	Ki6	-.031	.056	.038	.031	-.167	.299	-.112	.012	.140	-.124
	KI7	-.141	-.003	-.096	.056	.018	-.112	.562	.011	-.009	-.008
	Ki8	-.038	.073	-.078	.131	-.106	.012	.011	.418	-.157	-.011
	Ki9	-.009	-.036	.056	.001	-.063	.140	-.009	-.157	.296	-.185
	Ki10	-.072	-.023	-.059	-.034	.088	-.124	-.008	-.011	-.185	.346
Anti-image Correlation	Ki1	.830[a]	-.482	-.130	-.057	.103	-.092	-.310	-.098	-.029	-.201
	Ki2	-.482	.782[a]	.119	-.066	-.189	.138	-.005	.153	-.090	-.052
	Ki3	-.130	.119	.800[a]	-.527	-.091	.114	-.210	-.198	.170	-.165
	Ki4	-.057	-.066	-.527	.710[a]	-.476	.101	.134	.365	.002	-.105
	Ki5	.103	-.189	-.091	-.476	.671[a]	-.658	.051	-.353	-.250	.321
	Ki6	-.092	.138	.114	.101	-.658	.605[a]	-.274	.033	.473	-.387
	KI7	-.310	-.005	-.210	.134	.051	-.274	.845[a]	.023	-.021	-.018
	Ki8	-.098	.153	-.198	.365	-.353	.033	.023	.686[a]	-.445	-.030
	Ki9	-.029	-.090	.170	.002	-.250	.473	-.021	-.445	.596[a]	-.577
	Ki10	-.201	-.052	-.165	-.105	.321	-.387	-.018	-.030	-.577	.728[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
Ki1	.786	.151
Ki2	.616	.168
Ki3	.750	-.287
Ki4	.685	-.447
Ki5	.768	-.343
Ki6	.619	-.531
KI7	.639	-.129
Ki8	.553	.510
Ki9	.515	.751
Ki10	.721	.423

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.746
Bartlett's Test of Sphericity	Approx. Chi-Square	118.314
	df	36
	Sig.	.000

Anti-image Matrices

		Ki1	Ki2	Ki3	Ki4	Ki5	KI7	Ki8	Ki9	Ki10
Anti-image Covariance	Ki1	.371	-.215	-.045	-.016	.021	-.166	-.037	.006	-.100
	Ki2	-.215	.552	.048	-.033	-.060	.020	.072	-.081	.001
	Ki3	-.045	.048	.375	-.186	-.008	-.089	-.081	.050	-.051
	Ki4	-.016	-.033	-.186	.311	-.188	.073	.131	-.018	-.026
	Ki5	.021	-.060	-.008	-.188	.382	-.086	-.176	.035	.038
	KI7	-.166	.020	-.089	.073	-.086	.608	.017	.061	-.069
	Ki8	-.037	.072	-.081	.131	-.176	.017	.418	-.209	-.007
	Ki9	.006	-.081	.050	-.018	.035	.061	-.209	.381	-.191
	Ki10	-.100	.001	-.051	-.026	.038	-.069	-.007	-.191	.407
Anti-image Correlation	Ki1	.811[a]	-.475	-.120	-.048	.056	-.350	-.095	.017	-.258
	Ki2	-.475	.788[a]	.104	-.081	-.131	.035	.150	-.178	.002
	Ki3	-.120	.104	.795[a]	-.545	-.022	-.187	-.203	.133	-.132
	Ki4	-.048	-.081	-.545	.654[a]	-.546	.169	.363	-.052	-.072
	Ki5	.056	-.131	-.022	-.546	.735[a]	-.178	-.440	.092	.096
	KI7	-.350	.035	-.187	.169	-.178	.806[a]	.033	.128	-.140
	Ki8	-.095	.150	-.203	.363	-.440	.033	.627[a]	-.523	-.018
	Ki9	.017	-.178	.133	-.052	.092	.128	-.523	.681[a]	-.485
	Ki10	-.258	.002	-.132	-.072	.096	-.140	-.018	-.485	.828[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
Ki1	.802	.050
Ki2	.644	.036
Ki3	.738	-.426
Ki4	.658	-.590
Ki5	.714	-.353
KI7	.614	-.143
Ki8	.588	.514
Ki9	.594	.672
Ki10	.752	.369

Extraction Method: Principal Component Analysis.
a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.764
Bartlett's Test of Sphericity	Approx. Chi-Square	90.092
	df	28
	Sig.	.000

Anti-image Matrices

		Ki1	Ki2	Ki3	Ki5	KI7	Ki8	Ki9	Ki10
Anti-image Covariance	Ki1	.372	-.219	-.078	.016	-.168	-.035	.006	-.102
	Ki2	-.219	.555	.039	-.115	.029	.100	-.084	-.002
	Ki3	-.078	.039	.534	-.245	-.066	-.004	.056	-.095
	Ki5	.016	-.115	-.245	.544	-.060	-.159	.035	.032
	KI7	-.168	.029	-.066	-.060	.626	-.017	.068	-.066
	Ki8	-.035	.100	-.004	-.159	-.017	.482	-.233	.004
	Ki9	.006	-.084	.056	.035	.068	-.233	.382	-.194
	Ki10	-.102	-.002	-.095	.032	-.066	.004	-.194	.409
Anti-image Correlation	Ki1	.792[a]	-.481	-.175	.036	-.347	-.083	.015	-.263
	Ki2	-.481	.748[a]	.072	-.210	.049	.193	-.183	-.004
	Ki3	-.175	.072	.789[a]	-.455	-.115	-.007	.125	-.204
	Ki5	.036	-.210	-.455	.748[a]	-.104	-.310	.076	.067
	KI7	-.347	.049	-.115	-.104	.842[a]	-.031	.139	-.130
	Ki8	-.083	.193	-.007	-.310	-.031	.721[a]	-.542	.009
	Ki9	.015	-.183	.125	.076	.139	-.542	.671[a]	-.491
	Ki10	-.263	-.004	-.204	.067	-.130	.009	-.491	.812[a]

a. Measures of Sampling Adequacy(MSA)

Component Matrix[a]

	Component	
	1	2
Ki1	.817	.176
Ki2	.650	.129
Ki3	.672	.416
Ki5	.654	.299
KI7	.624	.428
Ki8	.647	-.497
Ki9	.658	-.662
Ki10	.787	-.270

Extraction Method: Principal Component Analysis.

a. 2 components extracted.

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.774
Bartlett's Test of Sphericity	Approx. Chi-Square	66.416
	df	21
	Sig.	.000

Anti-image Matrices

		Ki1	Ki2	Ki3	Ki5	KI7	Ki8	Ki10
Anti-image Covariance	Ki1	.372	-.225	-.080	.016	-.172	-.045	-.131
	Ki2	-.225	.575	.054	-.112	.046	.071	-.061
	Ki3	-.080	.054	.542	-.256	-.079	.044	-.090
	Ki5	.016	-.112	-.256	.547	-.068	-.196	.065
	KI7	-.172	.046	-.079	-.068	.638	.035	-.042
	Ki8	-.045	.071	.044	-.196	.035	.682	-.213
	Ki10	-.131	-.061	-.090	.065	-.042	-.213	.539
Anti-image Correlation	Ki1	.765[a]	-.487	-.179	.035	-.353	-.089	-.293
	Ki2	-.487	.746[a]	.097	-.200	.076	.113	-.110
	Ki3	-.179	.097	.784[a]	-.469	-.134	.073	-.166
	Ki5	.035	-.200	-.469	.726[a]	-.116	-.321	.120
	KI7	-.353	.076	-.134	-.116	.849[a]	.054	-.071
	Ki8	-.089	.113	.073	-.321	.054	.733[a]	-.352
	Ki10	-.293	-.110	-.166	.120	-.071	-.352	.816[a]

a. Measures of Sampling Adequacy(MSA)

pComponent Matrix[a]

	Component
	1
Ki1	.836
Ki2	.659
Ki3	.724
Ki5	.693
KI7	.677
Ki8	.578
Ki10	.741

Extraction Method: Principal Component Analysis.
a. 1 components extracted.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.820	.828	7

Lampiran 4

Data Penelitian

No	Kompensasi Tidak Langsung								Kepuasan Kerja													Komitmen Organisasional						Kinerja						
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8	9	10	11	12	13	1	2	3	4	5	6	1	2	3	5	7	8	10
	Jaminan Kesehatan					Jaminan Ketenagakerjaan			Pay		Promotion			Supervision			Working condition					Afektif		Continus		Normative		Kualitas kerja		Kuantita	Ketepat	Kehadiran		Kemam
1	3	3	3	3	4	4	4	3	2	2	2	2	3	4	3	3	2	3	3	3	1	3	2	2	3	4	3	3	3	3	3	3	2	3
2	2	3	3	2	1	3	3	2	2	2	2	2	2	2	2	2	3	3	3	3	2	3	3	3	2	2	3	3	3	3	3	3	3	3
3	3	2	2	3	1	3	3	3	2	2	3	3	2	3	3	3	4	3	3	4	2	3	3	1	1	2	3	3	3	3	3	3	3	3
4	3	3	3	3	2	3	3	2	3	3	3	2	3	3	2	2	3	3	2	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3
5	3	3	3	3	2	3	3	2	3	3	3	3	3	3	2	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
6	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	1	3	3	1	1	1	1	1	1	1	3	4	4	4	4	4	4
7	1	1	3	3	1	3	3	2	2	1	2	2	3	2	2	1	3	2	3	1	1	2	2	1	3	2	2	3	3	3	3	2	3	3
8	3	3	3	2	1	3	3	2	2	2	2	2	2	2	2	2	3	2	3	3	1	3	2	2	2	2	2	3	3	3	3	3	3	3
9	1	1	1	3	1	3	3	2	1	1	1	1	1	1	1	1	4	2	2	3	1	2	2	1	1	1	1	4	3	3	3	3	3	3
10	2	3	3	3	2	3	3	3	2	2	2	2	2	3	2	2	2	2	3	3	2	2	2	2	1	2	2	4	4	4	4	4	4	3
11	3	3	3	3	1	3	3	1	2	2	1	2	2	3	2	2	2	2	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3
12	3	3	3	3	3	3	3	2	2	1	2	2	2	3	2	2	3	2	2	3	2	3	3	2	2	2	3	3	3	3	2	3	3	3
13	2	2	2	2	1	3	3	2	3	3	3	3	3	3	3	3	3	3	2	2	2	3	3	2	2	3	3	3	3	3	3	3	3	3
14	2	3	2	2	2	3	3	2	2	2	2	2	2	3	2	2	3	2	3	3	1	3	3	2	2	2	3	3	3	3	3	3	3	4
15	1	1	1	3	1	3	1	1	2	1	2	2	2	4	3	2	2	3	3	3	2	2	2	2	2	2	2	4	4	4	4	4	4	3
16	1	1	1	1	1	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	2	2	3	3	3	3	3	3	3	3	4
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24	2	2	3	3	2	3	3	2	2	2	2	2	2	3	3	2	3	2	3	2	3	3	2	3	2	2	2	2	2	3	3	3	3	3
25	1	1	1	1	1	3	3	2	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2	3	3	3	3	3	3	3
26	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	3	3	3	3	2	3	2	2	2	2	3	3	3	3	3	2	3	2
27	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	3	4	3	3	3	2	3	3	2	2	2	3	3	3	3	3	2	3	2
28	2	2	2	2	2	2	3	2	2	2	2	2	1	3	3	3	3	2	2	2	1	2	2	2	2	2	2	2	2	2	2	3	2	2
29	2	2	2	2	2	3	3	2	2	2	3	2	2	3	2	2	4	3	2	2	2	3	2	2	2	2	1	3	3	3	3	3	3	3
30	2	2	1	2	2	2	2	2	2	2	2	2	2	3	3	3	4	3	3	3	2	3	3	3	2	3	2	2	3	3	2	1	4	3
31	1	2	2	2	1	3	1	1	1	1	1	1	1	1	2	2	1	2	2	3	1	2	2	2	1	2	2	2	2	2	2	2	3	2
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33	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	2	3	3	3	3	3	2	2	2	2	3	2	2	2	2	3	3	3
34	3	3	3	3	2	3	3	2	2	2	3	2	3	3	2	3	3	3	3	2	2	3	2	2	3	2	2	3	3	3	3	4	3	3
35	4	4	4	1	4	4	1	3	3	4	3	4	4	3	3	4	4	4	4	3	4	3	2	1	3	3	4	3	4	4	3	3	3	4
36	3	3	3	3	2	3	3	3	3	2	3	2	3	3	3	3	3	3	3	3	2	3	3	2	2	2	3	3	3	3	3	3	3	3
37	2	3	3	3	2	3	3	3	2	2	2	2	2	3	2	2	2	2	3	3	2	2	2	1	1	2	2	4	3	3	3	3	3	3
38	2	3	3	3	2	3	3	3	2	2	2	2	2	3	2	2	3	3	2	2	2	2	2	2	2	2	2	3	3	3	3	3	3	3
39	2	3	3	3	2	3	3	3	3	3	2	2	2	3	2	3	3	2	2	3	2	2	2	2	2	2	2	3	3	3	3	3	3	3
40	1	1	1	1	1	4	1	1	1	1	1	1	4	4	4	4	1	4	4	4	4	4	1	1	1	4	4	4	4	4	4	4	4	4

No	Kompensasi Tidak Langsung								Kepuasan Kerja													Komitmen Organisasional						Kinerja						
	1	2	3	4	5	6	7	8	1	2	3	4	5	6	7	8	9	10	11	12	13	1	2	3	4	5	6	1	2	3	5	7	8	10
	Jaminan Kesehatan					Jaminan Ketenagakerjaan			Pay		Promotion			Supervision			Working condition					Afektif		Continus		Normative		Kualitas kerja		Kuantita	Ketepat	Kehadiran		Kemam
41	1	1	2	2	1	3	3	1	1	1	2	2	2	3	3	2	4	3	4	4	2	2	2	2	2	2	2	3	4	4	3	3	3	3
42	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
43	1	1	3	1	4	3	3	1	2	2	2	2	2	3	2	2	3	3	2	2	2	3	3	2	2	3	2	3	3	3	3	3	3	3
44	1	2	2	1	1	3	4	2	3	2	2	1	1	1	2	2	3	2	2	3	1	3	3	2	2	2	2	3	2	2	2	2	2	2
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46	2	2	3	3	2	3	3	2	2	2	2	2	2	2	1	1	3	2	3	3	2	3	2	2	2	3	3	3	3	3	3	3	3	3
47	2	2	2	2	3	3	3	3	2	3	2	2	2	2	2	2	2	3	3	3	3	3	2	2	2	2	2	3	3	3	3	3	3	3
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52	3	3	3	2	2	3	3	2	2	2	1	1	3	3	2	2	3	2	3	4	1	3	3	2	3	3	3	3	3	3	3	2	3	3
53	2	2	2	2	2	2	3	1	2	2	2	2	2	3	2	2	2	2	3	4	2	2	2	1	1	1	2	3	3	3	4	3	2	2
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58	2	2	2	2	2	3	3	2	2	2	2	2	2	3	2	2	3	3	2	3	1	3	2	2	3	2	3	3	3	3	3	3	2	3
59	3	3	3	3	2	3	3	3	2	2	3	2	3	2	3	3	3	3	3	3	3	3	3	2	3	3	3	4	3	3	3	3	3	3
60	3	3	3	3	3	3	3	3	2	3	2	2	2	3	3	3	2	3	3	3	3	3	2	2	2	2	2	3	3	3	3	3	3	3
61	3	3	3	3	2	4	3	2	2	2	2	1	2	2	2	2	2	3	3	3	2	3	3	2	2	2	3	3	3	3	3	3	3	2
62	1	1	3	3	1	3	3	1	2	3	1	1	2	3	3	3	3	3	3	3	2	3	3	2	2	3	3	3	3	3	3	3	3	3
63	2	2	2	2	2	3	2	2	2	2	2	2	3	3	3	3	3	3	3	2	2	3	3	3	2	3	3	3	3	3	3	3	3	3
64	4	4	3	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	2	3	2	3	3	2	2	3	3	3	3	3	3	3	2	3
65	3	3	3	3	3	3	2	3	3	2	2	1	1	3	3	3	3	3	4	4	2	3	3	3	2	2	2	3	3	4	4	3	3	3
66	1	1	1	1	1	1	2	1	2	2	2	3	3	2	1	2	4	4	4	3	1	3	3	2	2	3	3	3	3	4	3	4	4	4
67	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	3	2	3	3	3	3	3	3	2	3	3	2	3	3	2	2	2	2	4
68	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	4	3	3	3	3	4	3	2	3	3	2	1	4
69	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	3	3	3	4	4	4	3	4	4	2	4	2	2	3	2	4
70	3	3	3	3	3	2	3	3	3	3	2	3	3	3	3	3	2	2	2	3	3	3	2	2	2	2	3	2	2	2	2	2	2	4
71	3	4	4	3	4	3	4	2	3	3	4	3	3	2	2	3	3	3	3	3	3	3	3	3	4	4	4	3	4	3	2	2	1	4
72	3	3	3	2	4	3	4	3	3	4	3	2	2	3	2	2	2	2	2	1	3	3	2	3	3	4	3	3	2	2	2	3	2	4
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79	3	3	4	2	3	3	4	3	3	3	3	3	2	3	3	2	3	2	2	3	3	3	3	3	3	3	3	3	3	2	3	3	2	4
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No	Kompensasi Tidak Langsung								Kepuasan Kerja													Komitmen Organisasional						Kinerja						
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	Jaminan Kesehatan					Jaminan Ketenagakerjaan			Pay		Promotion			Supervision			Working condition					Afektif		Continus		Normative		Kualitas kerja		Kuantita	Ketepat	Kehadiran		Kemam
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113	3	4	3	3	3	3	4	3	2	2	3	3	3	3	3	3	2	3	3	3	3	4	3	3	3	3	4	3	3	2	3	2	1	3
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No	Kompensasi Tidak Langsung								Kepuasan Kerja													Komitmen Organisasional						Kinerja						
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	Jaminan Kesehatan					Jaminan Ketenagakerjaan			Pay		Promotion			Supervision			Working condition					Afektif		Continus		Normative		Kualitas kerja		Kuantita	Ketepat	Kehadiran		Kemam
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122	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	4
123	3	3	3	4	3	3	3	3	3	3	3	3	3	4	4	4	3	4	3	4	3	3	4	3	4	3	3	2	3	3	3	2	1	3
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125	3	3	3	3	3	3	3	4	4	4	4	4	3	3	3	3	3	3	3	3	3	4	4	3	3	3	4	4	3	4	3	4	3	1
126	3	3	3	4	3	3	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	3
127	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	3	4	3	3	3	3	3	3	3	4	3	4	4	4
128	4	4	4	3	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	3	3	3	3	3	3	3	4
129	3	4	3	4	4	3	3	4	2	3	3	3	3	3	3	4	4	4	3	3	3	3	4	3	3	3	3	3	3	3	4	4	3	3
130	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	3	2	4
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133	4	4	4	2	4	4	4	4	3	3	3	3	2	2	4	2	3	3	3	2	2	2	3	3	3	3	4	3	2	2	3	2	3	3
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143	3	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	3	3	3	3	2	3	3	2	4
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147	4	4	3	3	3	3	4	4	4	3	3	3	2	2	2	3	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	3	4
148	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3
149	4	4	4	3	3	3	3	3	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	1
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No	Kompensasi Tidak Langsung								Kepuasan Kerja													Komitmen Organisasional						Kinerja						
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	Jaminan Kesehatan					Jaminan Ketenagakerjaan			Pay		Promotion			Supervision			Working condition					Afektif		Continus		Normative		Kualitas kerja		Kuantita	Ketepat	Kehadiran		Kemam
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174	4	4	4	3	3	4	4	4	4	4	4	4	3	3	3	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
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181	4	4	4	4	4	3	3	3	3	2	2	2	2	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4
182	4	4	3	4	4	4	4	3	3	3	3	3	4	4	4	3	3	2	2	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4
183	3	3	3	3	3	2	3	2	2	2	3	2	3	2	3	3	3	4	3	4	4	4	4	4	4	4	4	4	4	4	4	3	3	4
184	3	3	3	3	4	3	4	4	4	4	4	4	4	4	3	2	2	3	2	3	3	4	4	4	4	4	4	4	4	4	4	3	4	3
185	4	4	4	4	4	3	3	3	3	2	2	2	2	3	4	4	4	4	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4

Lampiran 5

Uji Statistik Deskriptif Responden - *One Way ANOVA*

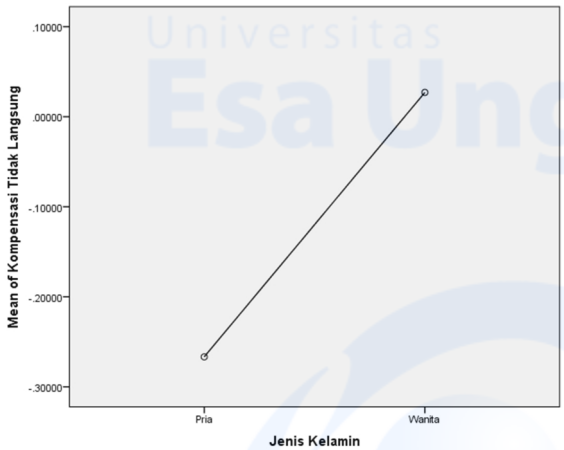
1. Berdasarkan Jenis Kelamin

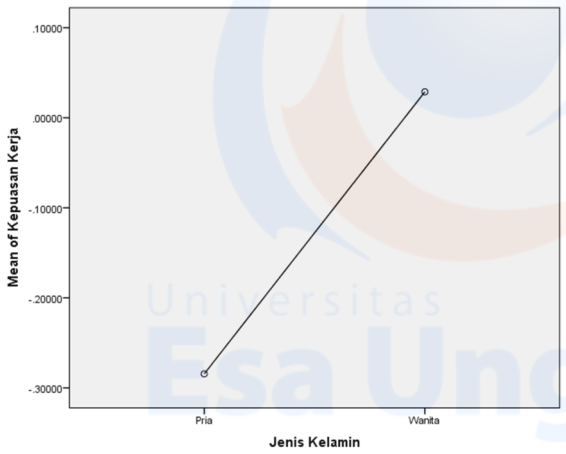
Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Kompensasi Tidak Langsung	.103	1	183	.749
Kepuasan Kerja	2.767	1	183	.098
Komitmen Organisasional	.585	1	183	.445
Kinerja	.013	1	183	.910

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi Tidak Langsung	Between Groups	1.332	1	1.332	1.334	.250
	Within Groups	182.668	183	.998		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	1.515	1	1.515	1.519	.219
	Within Groups	182.485	183	.997		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	1.344	1	1.344	1.347	.247
	Within Groups	182.656	183	.998		
	Total	184.000	184			
Kinerja	Between Groups	.154	1	.154	.153	.696
	Within Groups	183.846	183	1.005		
	Total	184.000	184			

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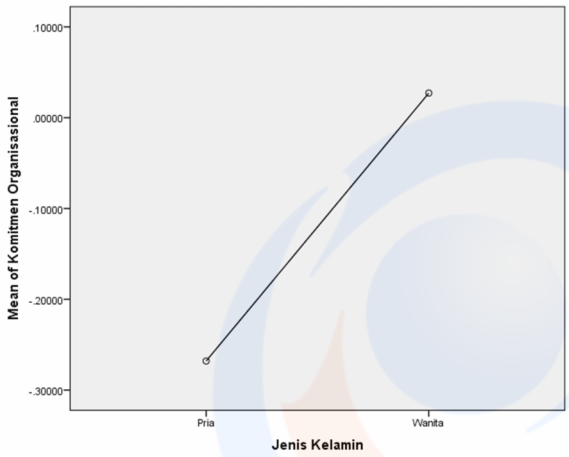
-.30000
Mean of Kepuasan Kerja
Pria
Wanita
Jenis Kelamin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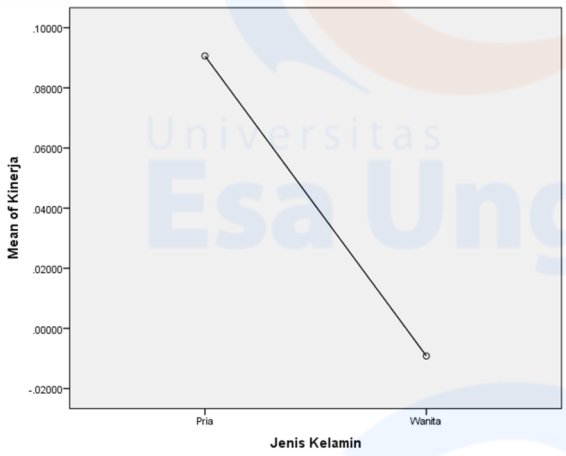
Mean of Komitmen Organisasional
Pria
Wanita
Jenis Kelamin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.00000
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Mean of Kinerja
Pria
Wanita
Jenis Kelamin

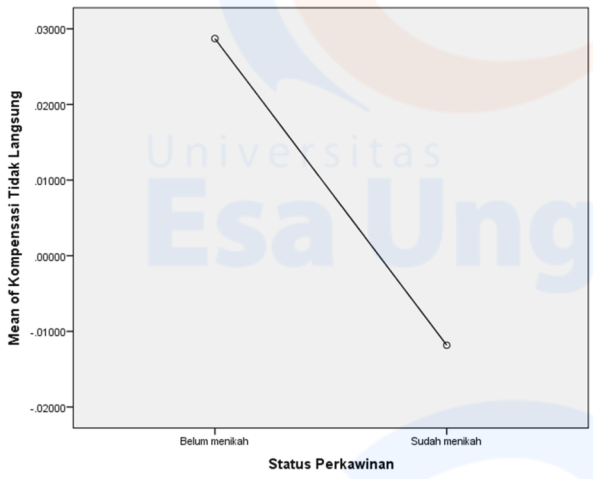
2. Berdasarkan Status Perkawinan

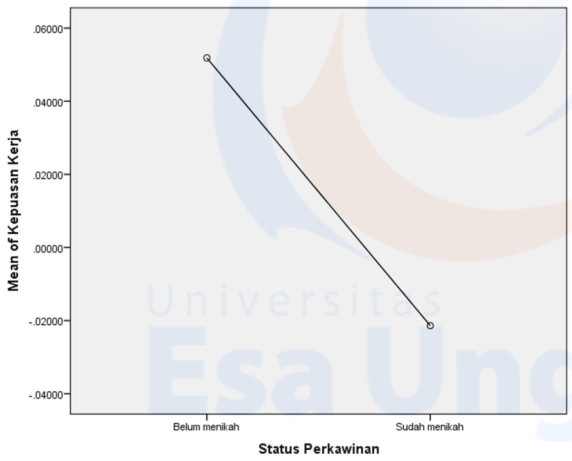
Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Kompensasi Tidak Langsung	.004	1	183	.949
Kepuasan Kerja	.861	1	183	.355
Komitmen Organisasional	.315	1	183	.575
Kinerja	1.328	1	183	.251

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi Tidak Langsung	Between Groups	.063	1	.063	.063	.803
	Within Groups	183.937	183	1.005		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	.205	1	.205	.204	.652
	Within Groups	183.795	183	1.004		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	.002	1	.002	.002	.962
	Within Groups	183.998	183	1.005		
	Total	184.000	184			
Kinerja	Between Groups	.553	1	.553	.552	.458
	Within Groups	183.447	183	1.002		
	Total	184.000	184			

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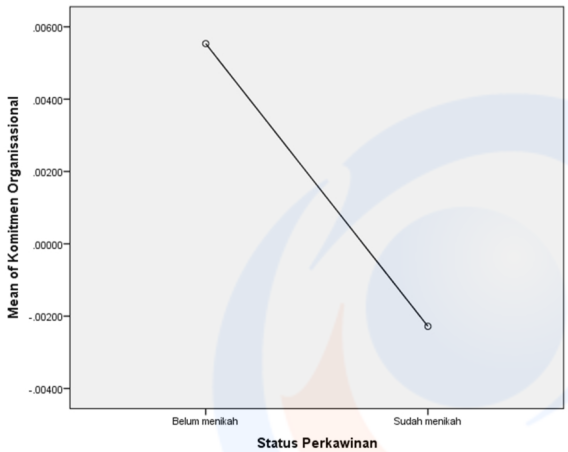
Mean of Kepuasan Kerja
Belum menikah
Sudah menikah
Status Perkawinan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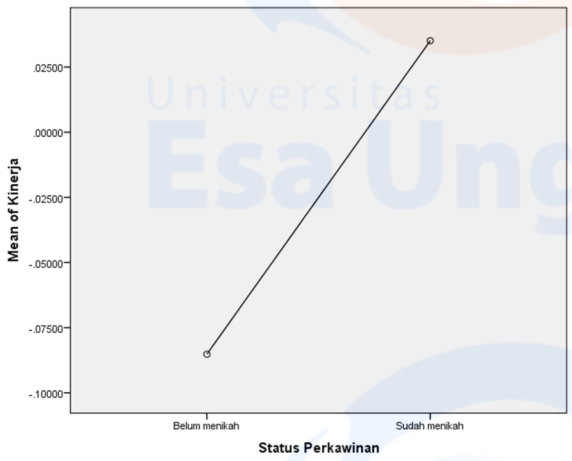
Mean of Komitmen Organisasional
Belum menikah
Sudah menikah
Status Perkawinan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.00000
-.02500
-.05000
-.07500
-.10000
Mean of Kinerja
Belum menikah
Sudah menikah
Status Perkawinan

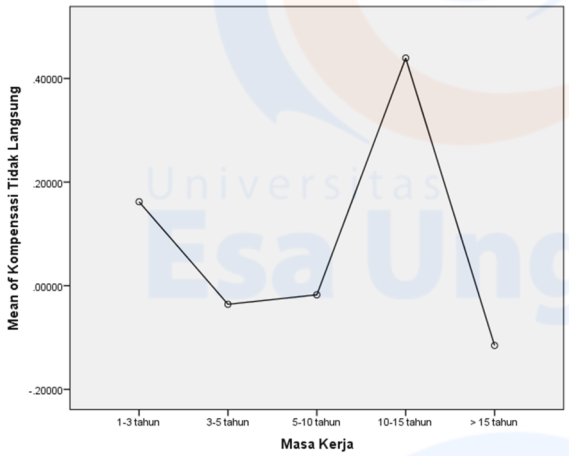
3. Berdasarkan Masa Kerja

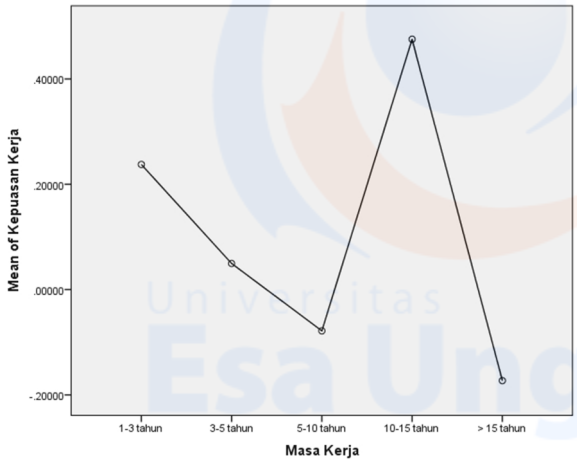
Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Kompensasi Tidak Langsung	.752	4	180	.558
Kepuasan Kerja	.962	4	180	.430
Komitmen Organisasional	1.010	4	180	.404
Kinerja	1.042	4	180	.387

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi Tidak Langsung	Between Groups	3.646	4	.911	.910	.460
	Within Groups	180.354	180	1.002		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	6.244	4	1.561	1.581	.181
	Within Groups	177.756	180	.988		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	12.667	4	3.167	3.327	.012
	Within Groups	171.333	180	.952		
	Total	184.000	184			
Kinerja	Between Groups	1.824	4	.456	.451	.772
	Within Groups	182.176	180	1.012		
	Total	184.000	184			




Mean of Kepuasan Kerja
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.00000
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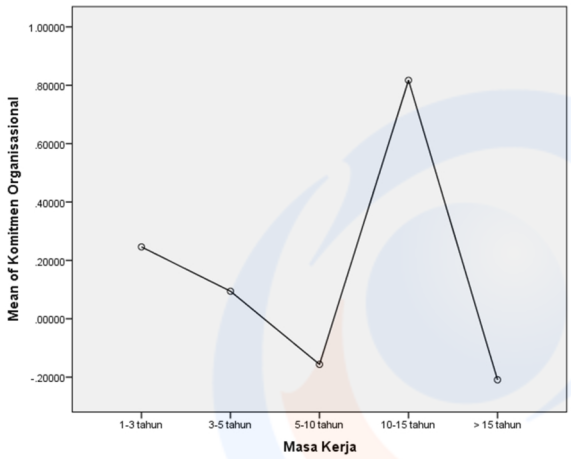
1-3 tahun
3-5 tahun
5-10 tahun
10-15 tahun
> 15 tahun
Masa Kerja


Mean of Komitmen Organisasional
1.00000
.80000
.60000
.40000
.20000
.00000
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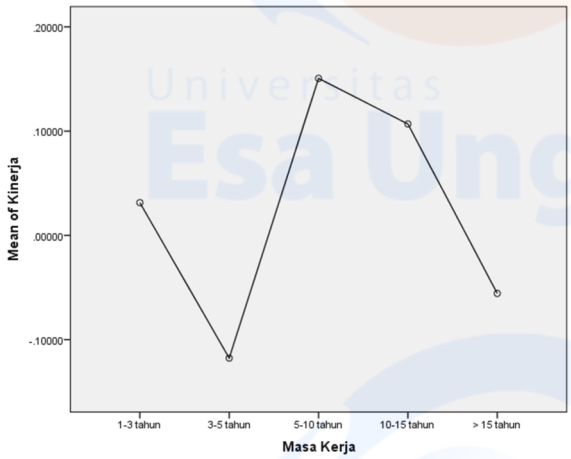
1-3 tahun
3-5 tahun
5-10 tahun
10-15 tahun
> 15 tahun
Masa Kerja


Mean of Kinerja
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.00000
-.10000
1-3 tahun
3-5 tahun
5-10 tahun
10-15 tahun
> 15 tahun
Masa Kerja

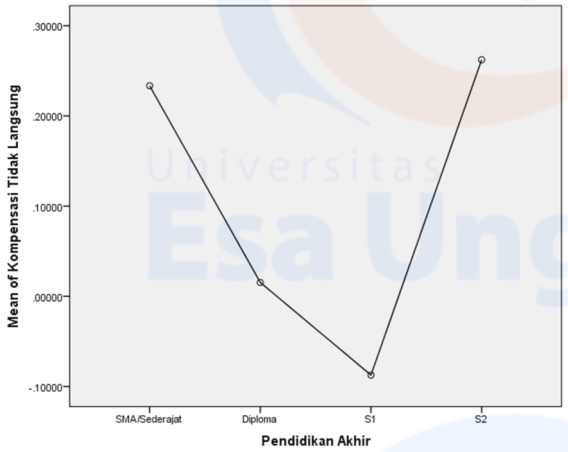
4. Berdasarkan Pendidikan Akhir

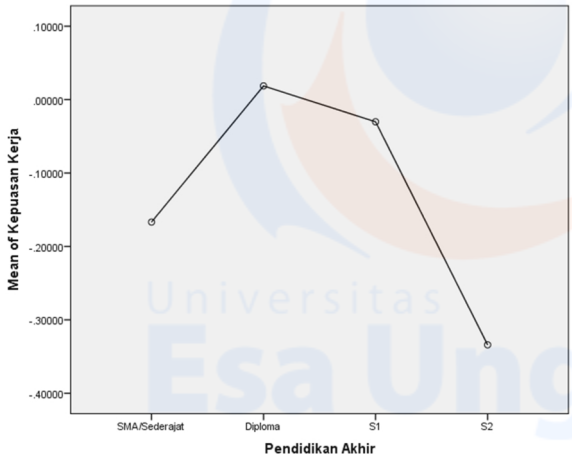
Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Kompensasi Tidak Langsung	.916	3	181	.434
Kepuasan Kerja	.478	3	181	.698
Komitmen Organisasional	1.119	3	181	.343
Kinerja	.997	3	181	.396

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi Tidak Langsung	Between Groups	.701	3	.234	.231	.875
	Within Groups	183.299	181	1.013		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	.420	3	.140	.138	.937
	Within Groups	183.580	181	1.014		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	.193	3	.064	.063	.979
	Within Groups	183.807	181	1.016		
	Total	184.000	184			
Kinerja	Between Groups	2.090	3	.697	.693	.557
	Within Groups	181.910	181	1.005		
	Total	184.000	184			

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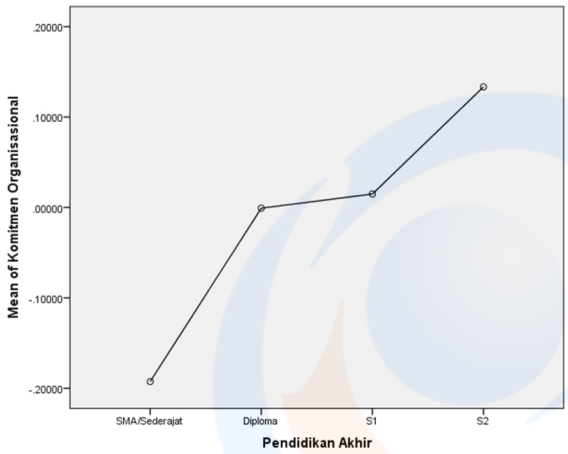
Mean of Kepuasan Kerja
SMA/Sederajat
Diploma
S1
S2
Pendidikan Akhir


.20000
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.00000
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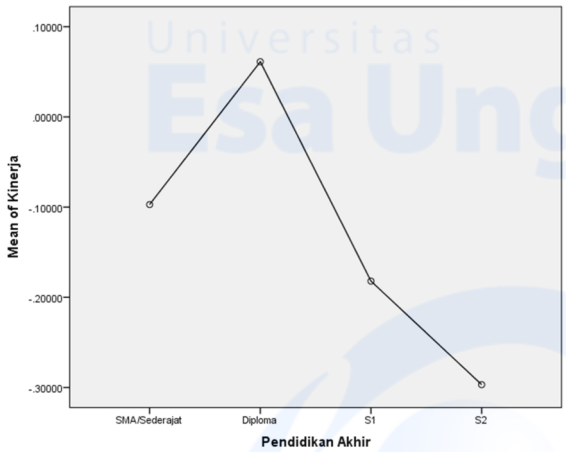
Mean of Komitmen Organisasional
SMA/Sederajat
Diploma
S1
S2
Pendidikan Akhir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Mean of Kinerja
SMA/Sederajat
Diploma
S1
S2
Pendidikan Akhir

5. Berdasarkan Usia Saat Ini

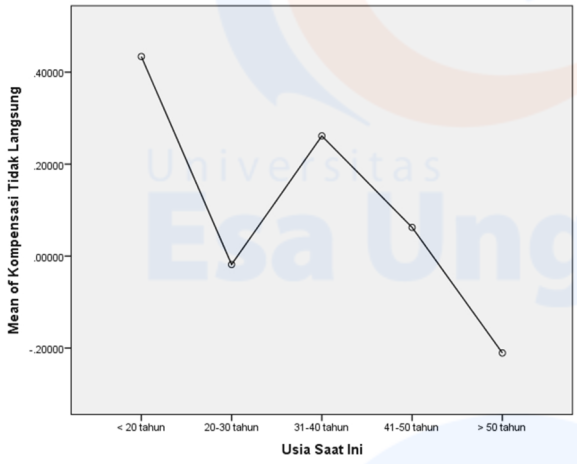
6.

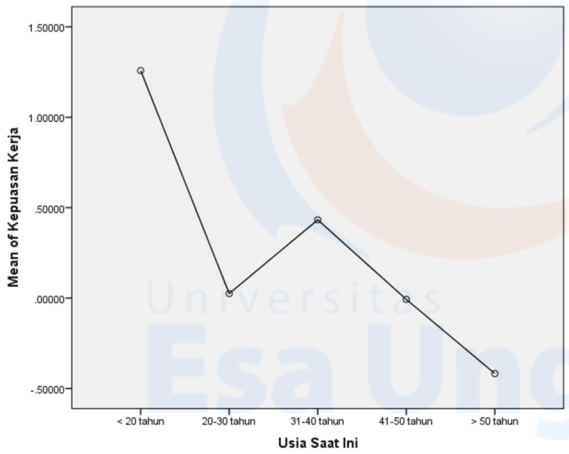
Test of Homogeneity of Variances

	Levene Statistic	df1	df2	Sig.
Kompensasi Tidak Langsung	1.210[a]	3	180	.308
Kepuasan Kerja	.570[b]	3	180	.636
Komitmen Organisasional	1.147[c]	3	180	.332
Kinerja	1.185[d]	3	180	.317

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Kompensasi Tidak Langsung	Between Groups	3.232	4	.808	.805	.524
	Within Groups	180.768	180	1.004		
	Total	184.000	184			
Kepuasan Kerja	Between Groups	11.163	4	2.791	2.906	.023
	Within Groups	172.837	180	.960		
	Total	184.000	184			
Komitmen Organisasional	Between Groups	7.753	4	1.938	1.979	.100
	Within Groups	176.247	180	.979		
	Total	184.000	184			
Kinerja	Between Groups	7.068	4	1.767	1.798	.131
	Within Groups	176.932	180	.983		
	Total	184.000	184			




1.50000
1.00000
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.00000
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Mean of Kepuasan Kerja
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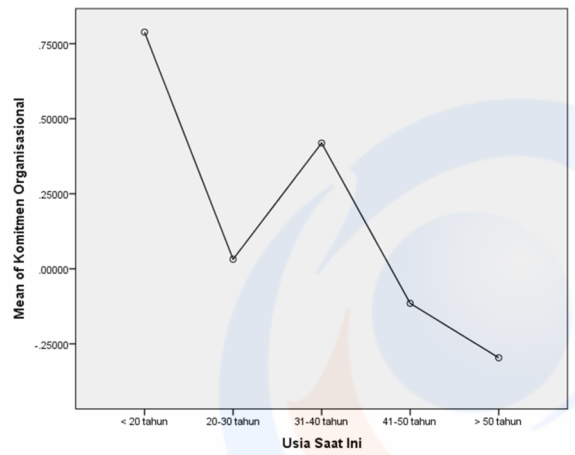
20-30 tahun
31-40 tahun
41-50 tahun
> 50 tahun
Usia Saat Ini


.75000
.50000
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.00000
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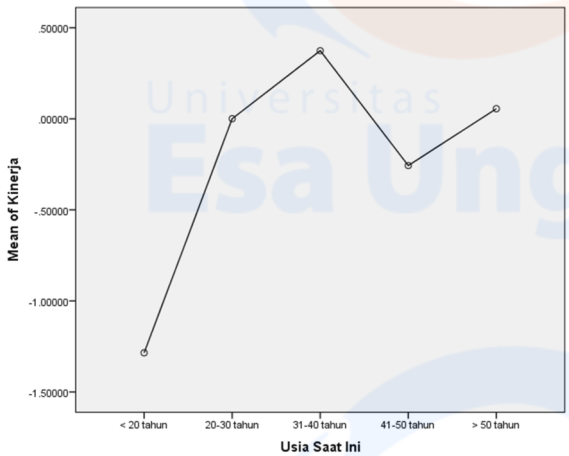
Mean of Komitmen Organisasional
< 20 tahun
20-30 tahun
31-40 tahun
41-50 tahun
> 50 tahun
Usia Saat Ini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-.50000
-1.00000
-1.50000
Mean of Kinerja
< 20 tahun
20-30 tahun
31-40 tahun
41-50 tahun
> 50 tahun
Usia Saat Ini

Lampiran 6
Hasil Uji Analisa *Structural Equation Model*

L I S R E L 8.80

BY

Karl G. Jöreskog & Dag Sörbom

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The following lines were read from file D:\Chinggudeul\Chinggu April\PAK RIANG\SEM PAK RIANG\PAK RIANG SEM 185 RES\RIANG.pr2:

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RAW DATA FROM FILE RIANG.PSF
LATENT VARIABLES: KTL KK KO Ki
RELATIONSHIP
KTL1 = KTL
KTL2 = KTL
KK1 = KK
KK2 = KK
KK3 = KK
KK4 = KK
KO1 = KO
KO2 = KO
KO3 = KO
KO4 = KO
KO5 = KO
KO6 = KO
Ki1 = Ki
Ki2 = Ki
Ki3 = Ki
Ki5 = Ki
Ki7 = Ki
```

Ki8 = Ki
!Ki10 = Ki

Ki = KO KTL KK
KO = KTL KK
SET ERROR COVARIANCE OF KO6 AND KO5 FREE
SET ERROR COVARIANCE OF KK4 AND KK1 FREE
SET ERROR COVARIANCE OF KK4 AND KK2 FREE
SET ERROR COVARIANCE OF KK3 AND KK1 FREE
SET ERROR COVARIANCE OF KO6 AND KO3 FREE
SET ERROR COVARIANCE OF Ki8 AND Ki2 FREE
SET ERROR COVARIANCE OF KK4 AND KO1 FREE
SET ERROR COVARIANCE OF KK1 AND KTL2 FREE
SET ERROR COVARIANCE OF KK3 AND KO1 FREE
OPTIONS: SC
PATH DIAGRAM
END OF PROBLEMS

Sample Size = 185

Covariance Matrix

	KO1	KO2	KO3	KO4	KO5	KO6
KO1	0.45					
KO2	0.28	0.45				
KO3	0.36	0.41	0.67			
KO4	0.37	0.40	0.56	0.68		
KO5	0.33	0.32	0.44	0.46	0.54	
KO6	0.31	0.31	0.36	0.40	0.40	0.50
Ki1	0.18	0.15	0.18	0.19	0.21	0.21
Ki2	0.14	0.13	0.15	0.15	0.19	0.19
Ki3	0.16	0.15	0.16	0.15	0.18	0.19
Ki5	0.15	0.13	0.16	0.15	0.16	0.16
Ki7	0.12	0.11	0.14	0.11	0.14	0.12
Ki8	0.12	0.10	0.15	0.10	0.16	0.12
KTL1	0.34	0.40	0.52	0.55	0.44	0.43
KTL2	0.36	0.39	0.49	0.48	0.39	0.36
KK1	0.36	0.39	0.55	0.54	0.43	0.36
KK2	0.35	0.39	0.47	0.53	0.44	0.41
KK3	0.38	0.32	0.42	0.44	0.43	0.40
KK4	0.42	0.36	0.45	0.45	0.43	0.40

Covariance Matrix

	Ki1	Ki2	Ki3	Ki5	Ki7	Ki8
Ki1	0.39					
Ki2	0.25	0.36				
Ki3	0.29	0.29	0.47			
Ki5	0.26	0.23	0.31	0.37		
Ki7	0.22	0.18	0.26	0.23	0.37	
Ki8	0.27	0.22	0.37	0.28	0.28	0.59
KTL1	0.18	0.17	0.11	0.12	0.12	0.05
KTL2	0.21	0.14	0.12	0.15	0.15	0.08
KK1	0.15	0.15	0.14	0.13	0.14	0.13
KK2	0.15	0.17	0.12	0.11	0.14	0.09
KK3	0.25	0.23	0.23	0.21	0.21	0.21
KK4	0.30	0.30	0.33	0.27	0.24	0.30

Covariance Matrix

	KTL1	KTL2	KK1	KK2	KK3	KK4
KTL1	1.00					
KTL2	0.76	1.00				
KK1	0.66	0.69	1.00			
KK2	0.66	0.61	0.78	1.00		
KK3	0.56	0.50	0.57	0.68	1.00	
KK4	0.53	0.46	0.52	0.57	0.70	1.00

Number of Iterations = 16

LISREL Estimates (Maximum Likelihood)

Measurement Equations

KO1 = 0.51*KO, Errorvar.= 0.19 , R^2 = 0.58
(0.021)
8.90

KO2 = 0.55*KO, Errorvar.= 0.15 , R^2 = 0.67
(0.046) (0.017)
12.07 8.51

KO3 = 0.73*KO, Errorvar.= 0.13 , R^2 = 0.81
(0.055) (0.019)
13.41 7.03

KO4 = 0.74*KO, Errorvar.= 0.14 , R^2 = 0.80
(0.055) (0.018)
13.41 7.45

KO5 = 0.61*KO, Errorvar.= 0.17 , R^2 = 0.69
(0.050) (0.020)
12.18 8.23

KO6 = 0.57*KO, Errorvar.= 0.18 , R^2 = 0.64
(0.049) (0.022)
11.53 8.04

Ki1 = 0.49*Ki, Errorvar.= 0.15 , R^2 = 0.62
(0.018)
8.41

Ki2 = 0.47*Ki, Errorvar.= 0.14 , R^2 = 0.62
(0.041) (0.017)
11.57 8.15

Ki3 = 0.61*Ki, Errorvar.= 0.090 , R^2 = 0.81
(0.044) (0.014)
13.93 6.48

Ki5 = 0.51*Ki, Errorvar.= 0.11 , R^2 = 0.70
(0.040) (0.014)
12.62 7.93

Ki7 = 0.43*Ki, Errorvar.= 0.19 , R^2 = 0.50
(0.042) (0.021)
10.26 8.88

Ki8 = 0.59*Ki, Errorvar.= 0.25 , R^2 = 0.58
(0.053) (0.030)
11.16 8.32

KTL1 = 0.92*KTL, Errorvar.= 0.15 , R^2 = 0.85
(0.060) (0.042)
15.41 3.51

KTL2 = 0.82*KTL, Errorvar.= 0.32 , R^2 = 0.67
(0.063) (0.046)
13.06 7.03

KK1 = 0.89*KK, Errorvar.= 0.20 , R^2 = 0.80
(0.060) (0.042)
14.72 4.79

KK2 = 0.86*KK, Errorvar.= 0.26 , R^2 = 0.74
(0.061) (0.038)
14.25 6.73

KK3 = 0.80*KK, Errorvar.= 0.36 , R^2 = 0.64
(0.063) (0.045)
12.83 7.87

KK4 = 0.85*KK, Errorvar.= 0.28 , R^2 = 0.72
(0.064) (0.052)
13.24 5.31

Error Covariance for KO6 and KO3 = -0.05
(0.014)
-3.71

Error Covariance for KO6 and KO5 = 0.050
(0.017)
2.99

Error Covariance for Ki8 and Ki2 = -0.05
(0.016)
-3.30

Error Covariance for KK1 and KTL2 = 0.082
(0.029)
2.84

Error Covariance for KK3 and KO1 = 0.063
(0.023)
2.78

Error Covariance for KK3 and KK1 = -0.13
(0.033)
-3.89

Error Covariance for KK4 and KO1 = 0.087
(0.024)
3.59

Error Covariance for KK4 and KK1 = -0.22
(0.042)
-5.28

Error Covariance for KK4 and KK2 = -0.16
(0.037)
-4.42

Structural Equations

KO = 0.48*KTL + 0.42*KK, Errorvar.= 0.29 , R^2 = 0.71
(0.091) (0.089) (0.053)
5.28 4.70 5.59

Ki = 0.45*KO - 0.34*KTL + 0.34*KK, Errorvar.= 0.75 , R^2 = 0.25
(0.15) (0.15) (0.12) (0.12)
3.06 -2.31 2.83 6.12

Reduced Form Equations

KO = 0.48*KTL + 0.42*KK, Errorvar.= 0.29, R^2 = 0.71
(0.091) (0.089)
5.28 4.70

Ki = - 0.13*KTL + 0.53*KK, Errorvar.= 0.81, R^2 = 0.19
(0.12) (0.12)
-1.05 4.37

Correlation Matrix of Independent Variables

	KTL	KK
KTL	1.00	
KK	0.77	1.00
	(0.04)	
	21.26	

Covariance Matrix of Latent Variables

	KO	Ki	KTL	KK
KO	1.00			
Ki	0.45	1.00		
KTL	0.80	0.28	1.00	
KK	0.78	0.43	0.77	1.00

Goodness of Fit Statistics

Degrees of Freedom = 120
Minimum Fit Function Chi-Square = 198.54 (P = 0.00)
Normal Theory Weighted Least Squares Chi-Square = 199.82 (P = 0.00)
Estimated Non-centrality Parameter (NCP) = 79.82
90 Percent Confidence Interval for NCP = (44.81 ; 122.71)

Minimum Fit Function Value = 1.08
Population Discrepancy Function Value (F0) = 0.43
90 Percent Confidence Interval for F0 = (0.24 ; 0.67)
Root Mean Square Error of Approximation (RMSEA) = 0.060
90 Percent Confidence Interval for RMSEA = (0.045 ; 0.075)
P-Value for Test of Close Fit (RMSEA < 0.05) = 0.13

Expected Cross-Validation Index (ECVI) = 1.64
90 Percent Confidence Interval for ECVI = (1.45 ; 1.87)
ECVI for Saturated Model = 1.86
ECVI for Independence Model = 38.29

Chi-Square for Independence Model with 153 Degrees of Freedom = 7009.58
Independence AIC = 7045.58
Model AIC = 301.82
Saturated AIC = 342.00

Independence CAIC = 7121.55
Model CAIC = 517.05
Saturated CAIC = 1063.68

Normed Fit Index (NFI) = 0.97
Non-Normed Fit Index (NNFI) = 0.99
Parsimony Normed Fit Index (PNFI) = 0.76
Comparative Fit Index (CFI) = 0.99
Incremental Fit Index (IFI) = 0.99
Relative Fit Index (RFI) = 0.96

Critical N (CN) = 148.31

Root Mean Square Residual (RMR) = 0.040
Standardized RMR = 0.065
Goodness of Fit Index (GFI) = 0.89
Adjusted Goodness of Fit Index (AGFI) = 0.85
Parsimony Goodness of Fit Index (PGFI) = 0.63

The Modification Indices Suggest to Add the

Path to	from	Decrease in Chi-Square	New Estimate
KK4	KTL	10.3	-0.41

Standardized Solution

LAMBDA-Y

	KO	Ki
KO1	0.51	- -
KO2	0.55	- -
KO3	0.73	- -
KO4	0.74	- -
KO5	0.61	- -
KO6	0.57	- -
Ki1	- -	0.49
Ki2	- -	0.47
Ki3	- -	0.61
Ki5	- -	0.51
Ki7	- -	0.43
Ki8	- -	0.59

LAMBDA-X

	KTL	KK
KTL1	0.92	- -
KTL2	0.82	- -
KK1	- -	0.89
KK2	- -	0.86
KK3	- -	0.80
KK4	- -	0.85

BETA

	KO	Ki
KO	- -	- -
Ki	0.45	- -

GAMMA

	KTL	KK
KO	0.48	0.42
Ki	-0.34	0.34

Correlation Matrix of ETA and KSI

	KO	Ki	KTL	KK
KO	1.00			
Ki	0.45	1.00		
KTL	0.80	0.28	1.00	
KK	0.78	0.43	0.77	1.00

PSI

Note: This matrix is diagonal.

KO	Ki
0.29	0.75

Regression Matrix ETA on KSI (Standardized)

	KTL	KK
KO	0.48	0.42
Ki	-0.13	0.53

Completely Standardized Solution

LAMBDA-Y

	KO	Ki
KO1	0.76	- -
KO2	0.82	- -
KO3	0.90	- -
KO4	0.89	- -
KO5	0.83	- -
KO6	0.80	- -
Ki1	- -	0.79
Ki2	- -	0.78
Ki3	- -	0.90
Ki5	- -	0.83
Ki7	- -	0.71
Ki8	- -	0.76

LAMBDA-X

	KTL	KK
KTL1	0.92	- -
KTL2	0.82	- -
KK1	- -	0.89
KK2	- -	0.86
KK3	- -	0.80
KK4	- -	0.85

BETA

	KO	Ki
KO	- -	- -
Ki	0.45	- -

GAMMA

	KTL	KK
KO	0.48	0.42
Ki	-0.34	0.34

Correlation Matrix of ETA and KSI

	KO	Ki	KTL	KK
KO	1.00			
Ki	0.45	1.00		
KTL	0.80	0.28	1.00	
KK	0.78	0.43	0.77	1.00

PSI

Note: This matrix is diagonal.

KO	Ki
0.29	0.75

THETA-EPS

	KO1	KO2	KO3	KO4	KO5	KO6
KO1	0.42					
KO2	--	0.33				
KO3	--	--	0.19			
KO4	--	--	--	0.20		
KO5	--	--	--	--	0.31	
KO6	--	--	-0.09	--	0.10	0.36
Ki1	--	--	--	--	--	--
Ki2	--	--	--	--	--	--
Ki3	--	--	--	--	--	--
Ki5	--	--	--	--	--	--
Ki7	--	--	--	--	--	--
Ki8	--	--	--	--	--	--

THETA-EPS

	Ki1	Ki2	Ki3	Ki5	Ki7	Ki8
Ki1	0.38					
Ki2	--	0.38				
Ki3	--	--	0.19			
Ki5	--	--	--	0.30		
Ki7	--	--	--	--	0.50	
Ki8	--	-0.11	--	--	--	0.42

THETA-DELTA-EPS

	KO1	KO2	KO3	KO4	KO5	KO6
KTL1	--	--	--	--	--	--
KTL2	--	--	--	--	--	--
KK1	--	--	--	--	--	--
KK2	--	--	--	--	--	--
KK3	0.09	--	--	--	--	--
KK4	0.13	--	--	--	--	--

THETA-DELTA-EPS

	Ki1	Ki2	Ki3	Ki5	Ki7	Ki8
KTL1	- -	- -	- -	- -	- -	- -
KTL2	- -	- -	- -	- -	- -	- -
KK1	- -	- -	- -	- -	- -	- -
KK2	- -	- -	- -	- -	- -	- -
KK3	- -	- -	- -	- -	- -	- -
KK4	- -	- -	- -	- -	- -	- -

THETA-DELTA

	KTL1	KTL2	KK1	KK2	KK3	KK4
KTL1	0.15					
KTL2	- -	0.33				
KK1	- -	0.08	0.20			
KK2	- -	- -	- -	0.26		
KK3	- -	- -	-0.13	- -	0.36	
KK4	- -	- -	-0.22	-0.16	- -	0.28

Regression Matrix ETA on KSI (Standardized)

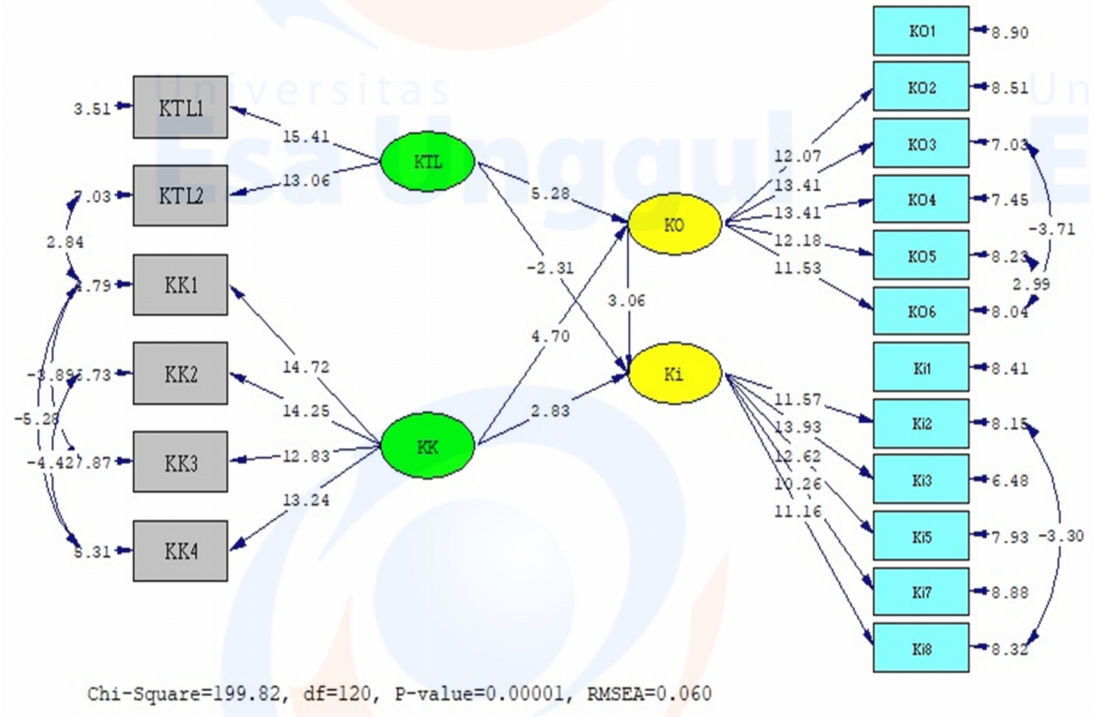
	KTL	KK
KO	0.48	0.42
Ki	-0.13	0.53

Time used: 0.047 Seconds

Lampiran 7

Path Diagram

PATH DIAGRAM T-VALUE



PATH DIAGRAM STANDAR SOLUTION