

### Lampiran 1 – Kuisioner Pretest

Kepada yth:

Karyawan Bank Index Selindo.

Dengan ini saya mohon Bapak/Ibu berkenan menyisihkan waktu sebentar untuk mengisi kuesioner yang telah di sediakan, tujuan penyebaran kuesioner ini adalah untuk memperoleh data bagi penelitian dalam rangka penulisan skripsi di Program Sarjana Universitas Esa Unggul.

Pada kuesioner ini jawaban Bapak/Ibu tidak akan dinilai benar atau salah, melainkan semata-mata bertujuan untuk mengetahui pendapat Bapak/Ibu mengenai **“Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Kepuasan Kerja (Studi Pada Karyawan Bagian Operasional Bank Index Selindo Area Jakarta Barat).**

Partisipasi Bapak/Ibu sangat saya harapkan dan identitas akan dijamin kerahasiaannya. Atas waktu, perhatian dan kerjasamanya saya mengucapkan terima kasih.

Hormat saya,

Siti Nurokma

### KUESIONER PRETEST

Data pribadi responden (hanya untuk kepentingan penelitian)

Pilihlah salah satu jawaban pada setiap pertanyaan berikut ini dengan memberikan tanda silang (X).

1. Jenis Kelamin :

☐ Pria

☐ Wanita

2. Usia :

☐ < 25 tahun

☐ 31 - 35 tahun

☐ 25 – 30 tahun

☐ >35 tahun

3. Pendidikan Terakhir :

☐ SMA

☐ S1

☐ Diploma

☐ Lainnya

4. Status Karyawan :

☐ Tetap

☐ Kontrak

5. Masa Kerja :

☐ 3 – 5 tahun

☐ < 1 tahun

☐ 6 – 10 tahun

☐ 1 – 2 tahun

☐ > 10 tahun

6. Jabatan :

☐ Teller

☐ Back Office

☐ Customer Service

Bapak/ibu diminta untuk memberikan jawaban pada pernyataan-pernyataan yang telah disediakan dengan cara memberikan tanda (X) pada setiap kolom dibawah ini.

Keterangan :

1. Sangat Tidak Setuju (STS)
2. Tidak Setuju (TS)
3. Setuju (S)
4. Sangat Setuju (SS)

| No. | Pernyataan                                                            | STS | TS | S | SS |
|-----|-----------------------------------------------------------------------|-----|----|---|----|
|     |                                                                       | 1   | 2  | 3 | 4  |
| 1   | Gaji yang diberikan perusahaan telah sesuai dengan yang saya harapkan |     |    |   |    |
| 2   | Gaji yang diberikan sesuai dengan latar belakang pendidikan saya      |     |    |   |    |
| 3   | Gaji yang diterima sesuai dengan lamanya saya bekerja                 |     |    |   |    |
| 4   | Uang lemburan yang diterima sesuai dengan harapan saya                |     |    |   |    |
| 5   | Perusahaan memberikan komisi setiap tahunnya                          |     |    |   |    |
| 6   | Perusahaan memberikan komisi secara adil                              |     |    |   |    |
| 7   | Perusahaan rutin memberikan bonus setiap tahunnya                     |     |    |   |    |
| 8   | Perusahaan memberikan bonus sesuai masa kerja saya                    |     |    |   |    |
| 9   | Bonus dapat menjadi dorongan yang positif dalam bekerja               |     |    |   |    |
| 10  | Perusahaan memberikan peluang promosi jabatan kepada seluruh karyawan |     |    |   |    |
| 11  | Banyak kesempatan promosi yang terbuka untuk saya                     |     |    |   |    |

| No. | Pernyataan                                                            | STS | TS | S | SS |
|-----|-----------------------------------------------------------------------|-----|----|---|----|
|     |                                                                       | 1   | 2  | 3 | 4  |
| 12  | Tempat ibadah yang disediakan sudah baik                              |     |    |   |    |
| 13  | Pantry yang disediakan perusahaan sudah baik                          |     |    |   |    |
| 14  | Sirkulasi udara sudah beroperasi dengan baik                          |     |    |   |    |
| 15  | Adanya ac di ruangan sudah baik                                       |     |    |   |    |
| 16  | Pencahayaan lampu di kantor sudah baik                                |     |    |   |    |
| 17  | Pencahayaan lampu mendukung dalam menyelesaikan pekerjaan             |     |    |   |    |
| 18  | Warna cat tembok ruangan sudah baik                                   |     |    |   |    |
| 19  | Warna cat tembok tidak merusak mata                                   |     |    |   |    |
| 20  | Hubungan saya dan rekan kerja terjalin baik                           |     |    |   |    |
| 21  | Saya dan rekan kerja dapat bekerja sama dengan baik                   |     |    |   |    |
| 22  | Hubungan saya dan atasan terjalin baik                                |     |    |   |    |
| 23  | Atasan selalu membantu jika saya mengalami kesulitan dalam bekerja    |     |    |   |    |
| 24  | Penempatan pekerjaan sesuai dengan kemampuan saya                     |     |    |   |    |
| 25  | Saya merasa puas dengan pekerjaan yang diberikan                      |     |    |   |    |
| 26  | Adanya perhatian yang baik dari atasan di dalam pekerjaan             |     |    |   |    |
| 27  | Saya merasa puas dengan bantuan atasan di dalam pekerjaan             |     |    |   |    |
| 28  | Organisasi dan manajemen di perusahaan sudah baik                     |     |    |   |    |
| 29  | Saya merasa puas dengan adanya organisasi dan manajemen di perusahaan |     |    |   |    |
| 30  | Semua karyawan diberikan kesempatan untuk maju dalam pekerjaan        |     |    |   |    |

| No. | Pernyataan                                                           | STS | TS | S | SS |
|-----|----------------------------------------------------------------------|-----|----|---|----|
|     |                                                                      | 1   | 2  | 3 | 4  |
| 31  | Saya merasa puas dengan adanya kesempatan untuk maju dalam pekerjaan |     |    |   |    |
| 32  | Kondisi pekerjaan di perusahaan sudah baik                           |     |    |   |    |
| 33  | Saya merasa puas dengan kondisi pekerjaan di perusahaan              |     |    |   |    |

### Lampiran 2 – Karakteristik 30 Responden

| NO | Jenis Kelamin | Usia | Pendidikan Terakhir | Status Karyawan | Masa Kerja | Jabatan |
|----|---------------|------|---------------------|-----------------|------------|---------|
| 1  | 1             | 1    | 3                   | 1               | 2          | 1       |
| 2  | 2             | 3    | 1                   | 1               | 3          | 2       |
| 3  | 2             | 2    | 1                   | 1               | 3          | 2       |
| 4  | 2             | 1    | 3                   | 2               | 1          | 1       |
| 5  | 2             | 2    | 2                   | 1               | 3          | 1       |
| 6  | 2             | 2    | 3                   | 1               | 2          | 2       |
| 7  | 2             | 1    | 3                   | 2               | 2          | 1       |
| 8  | 2             | 2    | 1                   | 1               | 3          | 2       |
| 9  | 2             | 1    | 2                   | 2               | 2          | 1       |
| 10 | 1             | 4    | 1                   | 1               | 2          | 3       |
| 11 | 2             | 1    | 3                   | 2               | 1          | 2       |
| 12 | 2             | 1    | 1                   | 2               | 2          | 1       |
| 13 | 2             | 3    | 1                   | 1               | 3          | 2       |
| 14 | 1             | 2    | 1                   | 1               | 3          | 3       |
| 15 | 2             | 1    | 3                   | 2               | 2          | 1       |
| 16 | 1             | 3    | 3                   | 1               | 3          | 2       |
| 17 | 2             | 1    | 3                   | 1               | 2          | 1       |
| 18 | 1             | 1    | 3                   | 2               | 1          | 2       |
| 19 | 2             | 3    | 1                   | 1               | 4          | 1       |
| 20 | 1             | 2    | 1                   | 1               | 4          | 3       |
| 21 | 1             | 1    | 1                   | 2               | 2          | 1       |
| 22 | 2             | 2    | 3                   | 2               | 2          | 2       |
| 23 | 1             | 3    | 1                   | 1               | 3          | 1       |
| 24 | 1             | 4    | 1                   | 1               | 4          | 3       |
| 25 | 2             | 1    | 3                   | 2               | 1          | 2       |
| 26 | 2             | 2    | 3                   | 2               | 2          | 1       |
| 27 | 1             | 4    | 1                   | 1               | 3          | 3       |

| NO | Jenis Kelamin | Usia | Pendidikan Terakhir | Status Karyawan | Masa Kerja | Jabatan |
|----|---------------|------|---------------------|-----------------|------------|---------|
| 28 | 1             | 1    | 3                   | 2               | 1          | 1       |
| 29 | 2             | 2    | 1                   | 2               | 2          | 2       |
| 30 | 2             | 1    | 1                   | 2               | 2          | 1       |

### Lampiran 3 – Tabulasi Pretest 30 responden

| KOMPENSASI |    |    |    |    |    |    |    |    |    |     |     |     |     |       |
|------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-------|
| NO         | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | TOTAL |
| 1          | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 1  | 3  | 2   | 2   | 1   | 2   | 26    |
| 2          | 2  | 3  | 1  | 2  | 2  | 2  | 2  | 1  | 4  | 3   | 2   | 2   | 2   | 28    |
| 3          | 3  | 4  | 3  | 4  | 3  | 4  | 4  | 3  | 3  | 3   | 3   | 3   | 4   | 44    |
| 4          | 2  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1   | 1   | 1   | 1   | 14    |
| 5          | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 4  | 3   | 2   | 2   | 2   | 31    |
| 6          | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3  | 3  | 3   | 2   | 2   | 3   | 32    |
| 7          | 2  | 3  | 2  | 1  | 2  | 1  | 2  | 2  | 3  | 3   | 3   | 1   | 1   | 26    |
| 8          | 2  | 1  | 1  | 1  | 2  | 2  | 3  | 2  | 3  | 4   | 3   | 2   | 2   | 28    |
| 9          | 2  | 2  | 1  | 2  | 2  | 2  | 2  | 1  | 3  | 2   | 2   | 1   | 2   | 24    |
| 10         | 1  | 1  | 1  | 2  | 2  | 2  | 2  | 1  | 3  | 2   | 2   | 1   | 1   | 21    |
| 11         | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 1  | 4  | 3   | 2   | 2   | 2   | 29    |
| 12         | 2  | 1  | 1  | 2  | 2  | 2  | 2  | 2  | 4  | 3   | 3   | 2   | 3   | 29    |
| 13         | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 4  | 3   | 3   | 2   | 2   | 33    |
| 14         | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 2  | 3  | 2   | 2   | 2   | 2   | 28    |
| 15         | 2  | 3  | 1  | 2  | 2  | 3  | 3  | 1  | 3  | 3   | 3   | 3   | 3   | 32    |
| 16         | 3  | 1  | 3  | 2  | 2  | 3  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 31    |

| KOMPENSASI |    |    |    |    |    |    |    |    |    |     |     |     |     |       |
|------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-------|
| NO         | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | TOTAL |
| 17         | 3  | 3  | 1  | 3  | 2  | 3  | 3  | 2  | 4  | 3   | 3   | 3   | 3   | 36    |
| 18         | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 32    |
| 19         | 2  | 2  | 1  | 2  | 3  | 3  | 3  | 1  | 3  | 3   | 3   | 2   | 3   | 31    |
| 20         | 3  | 3  | 2  | 3  | 2  | 2  | 2  | 2  | 4  | 3   | 4   | 2   | 2   | 34    |
| 21         | 3  | 1  | 2  | 2  | 2  | 1  | 2  | 1  | 4  | 4   | 2   | 2   | 2   | 28    |
| 22         | 2  | 2  | 2  | 3  | 2  | 3  | 2  | 1  | 3  | 3   | 3   | 3   | 3   | 32    |
| 23         | 2  | 2  | 1  | 2  | 2  | 3  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 29    |
| 24         | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 1   | 2   | 30    |
| 25         | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 2   | 2   | 2   | 2   | 28    |
| 26         | 3  | 2  | 1  | 1  | 1  | 2  | 2  | 1  | 4  | 3   | 3   | 2   | 2   | 27    |
| 27         | 3  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3   | 3   | 3   | 2   | 37    |
| 28         | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 2   | 2   | 1   | 2   | 29    |
| 29         | 3  | 3  | 1  | 2  | 2  | 2  | 2  | 2  | 4  | 3   | 2   | 2   | 3   | 31    |
| 30         | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 4  | 3   | 3   | 2   | 2   | 30    |

| LINGKUNGAN KERJA |    |    |    |    |    |    |    |    |    |     |       |
|------------------|----|----|----|----|----|----|----|----|----|-----|-------|
| NO               | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL |
| 1                | 3  | 3  | 4  | 3  | 4  | 3  | 2  | 3  | 2  | 2   | 29    |
| 2                | 3  | 3  | 3  | 3  | 3  | 4  | 2  | 3  | 2  | 2   | 28    |
| 3                | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3   | 31    |
| 4                | 3  | 3  | 3  | 3  | 4  | 4  | 3  | 4  | 3  | 3   | 33    |

| LINGKUNGAN KERJA |    |    |    |    |    |    |    |    |    |     |       |
|------------------|----|----|----|----|----|----|----|----|----|-----|-------|
| NO               | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL |
| 5                | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 2  | 2   | 29    |
| 6                | 3  | 4  | 4  | 4  | 4  | 4  | 2  | 4  | 3  | 2   | 34    |
| 7                | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 30    |
| 8                | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 1  | 1   | 25    |
| 9                | 3  | 4  | 3  | 3  | 4  | 4  | 3  | 4  | 2  | 1   | 31    |
| 10               | 2  | 4  | 4  | 4  | 3  | 3  | 2  | 3  | 2  | 2   | 29    |
| 11               | 2  | 3  | 4  | 4  | 4  | 4  | 3  | 4  | 2  | 2   | 32    |
| 12               | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 30    |
| 13               | 2  | 3  | 3  | 4  | 4  | 3  | 3  | 4  | 2  | 2   | 30    |
| 14               | 2  | 3  | 4  | 4  | 4  | 3  | 2  | 3  | 3  | 3   | 31    |
| 15               | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 31    |
| 16               | 3  | 3  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 2   | 25    |
| 17               | 3  | 4  | 2  | 2  | 3  | 3  | 3  | 3  | 2  | 2   | 27    |
| 18               | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2   | 24    |
| 19               | 3  | 3  | 4  | 3  | 3  | 3  | 2  | 3  | 3  | 2   | 29    |
| 20               | 3  | 3  | 3  | 4  | 2  | 3  | 3  | 2  | 2  | 1   | 26    |
| 21               | 3  | 3  | 4  | 4  | 3  | 3  | 3  | 3  | 3  | 2   | 31    |
| 22               | 3  | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 31    |
| 23               | 2  | 3  | 2  | 3  | 2  | 3  | 3  | 2  | 2  | 2   | 24    |
| 24               | 2  | 3  | 3  | 4  | 4  | 3  | 2  | 4  | 2  | 2   | 29    |
| 25               | 3  | 4  | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3   | 31    |

| LINGKUNGAN KERJA |    |    |    |    |    |    |    |    |    |     |       |
|------------------|----|----|----|----|----|----|----|----|----|-----|-------|
| NO               | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL |
| 26               | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 1   | 28    |
| 27               | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2   | 24    |
| 28               | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 3  | 3   | 37    |
| 29               | 3  | 4  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 1   | 29    |
| 30               | 3  | 4  | 4  | 4  | 4  | 4  | 3  | 4  | 2  | 2   | 34    |

| KEPUASAN KERJA |    |    |    |    |    |    |    |    |    |     |       |
|----------------|----|----|----|----|----|----|----|----|----|-----|-------|
| NO             | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL |
| 1              | 3  | 4  | 2  | 1  | 2  | 2  | 2  | 2  | 2  | 2   | 22    |
| 2              | 3  | 3  | 2  | 3  | 2  | 2  | 3  | 3  | 3  | 2   | 26    |
| 3              | 3  | 3  | 2  | 3  | 3  | 2  | 4  | 2  | 3  | 3   | 28    |
| 4              | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3   | 31    |
| 5              | 2  | 3  | 2  | 2  | 2  | 2  | 3  | 2  | 2  | 2   | 22    |
| 6              | 2  | 3  | 3  | 3  | 2  | 2  | 4  | 2  | 3  | 1   | 25    |
| 7              | 1  | 3  | 2  | 1  | 1  | 1  | 4  | 1  | 3  | 2   | 19    |
| 8              | 2  | 3  | 2  | 1  | 2  | 2  | 4  | 2  | 3  | 3   | 24    |
| 9              | 3  | 4  | 3  | 2  | 3  | 3  | 3  | 3  | 2  | 3   | 29    |
| 10             | 2  | 3  | 2  | 3  | 3  | 2  | 4  | 2  | 3  | 2   | 26    |
| 11             | 2  | 3  | 3  | 2  | 1  | 2  | 3  | 2  | 2  | 2   | 22    |
| 12             | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3  | 3   | 31    |
| 13             | 1  | 3  | 2  | 2  | 3  | 1  | 3  | 1  | 2  | 3   | 21    |

| KEPUASAN KERJA |    |    |    |    |    |    |    |    |    |     |       |
|----------------|----|----|----|----|----|----|----|----|----|-----|-------|
| NO             | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | TOTAL |
| 14             | 3  | 3  | 2  | 2  | 1  | 1  | 4  | 1  | 2  | 2   | 21    |
| 15             | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 29    |
| 16             | 4  | 3  | 3  | 2  | 2  | 4  | 4  | 4  | 2  | 3   | 31    |
| 17             | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 3  | 3  | 3   | 29    |
| 18             | 2  | 4  | 3  | 4  | 2  | 2  | 4  | 2  | 4  | 2   | 29    |
| 19             | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 3  | 2   | 29    |
| 20             | 2  | 4  | 2  | 2  | 2  | 2  | 3  | 2  | 2  | 2   | 23    |
| 21             | 3  | 4  | 3  | 2  | 2  | 3  | 3  | 3  | 2  | 1   | 26    |
| 22             | 3  | 3  | 2  | 2  | 3  | 3  | 4  | 3  | 3  | 3   | 29    |
| 23             | 2  | 4  | 2  | 2  | 2  | 2  | 4  | 2  | 2  | 3   | 25    |
| 24             | 2  | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 3  | 3   | 27    |
| 25             | 2  | 4  | 3  | 3  | 2  | 2  | 3  | 2  | 3  | 3   | 27    |
| 26             | 2  | 3  | 2  | 2  | 1  | 1  | 4  | 2  | 3  | 2   | 22    |
| 27             | 3  | 3  | 3  | 3  | 2  | 3  | 4  | 3  | 4  | 2   | 30    |
| 28             | 3  | 3  | 2  | 2  | 2  | 3  | 4  | 4  | 2  | 3   | 28    |
| 29             | 2  | 3  | 3  | 1  | 1  | 1  | 3  | 2  | 1  | 2   | 19    |
| 30             | 2  | 4  | 2  | 3  | 2  | 2  | 4  | 2  | 3  | 2   | 26    |

### Lampiran 4 – Hasil Uji Validitas

| Correlations |                     |        |       |        |        |        |        |        |        |        |       |       |        |        |            |
|--------------|---------------------|--------|-------|--------|--------|--------|--------|--------|--------|--------|-------|-------|--------|--------|------------|
|              |                     | X1.1   | X1.2  | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8   | X1.9   | X1.10 | X1.11 | X1.12  | X1.13  | KOMPENSASI |
| X1.1         | Pearson Correlation | 1      | ,406* | ,526** | 0,253  | 0,083  | 0,086  | 0,010  | 0,271  | 0,289  | 0,259 | 0,255 | 0,272  | 0,219  | ,502**     |
|              | Sig. (2-tailed)     |        | 0,026 | 0,003  | 0,177  | 0,662  | 0,650  | 0,957  | 0,147  | 0,122  | 0,168 | 0,173 | 0,146  | 0,245  | 0,005      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.2         | Pearson Correlation | ,406*  | 1     | ,361*  | ,456*  | ,376*  | 0,315  | 0,322  | ,421*  | 0,230  | 0,109 | 0,297 | 0,295  | 0,339  | ,640**     |
|              | Sig. (2-tailed)     | 0,026  |       | 0,050  | 0,011  | 0,041  | 0,090  | 0,083  | 0,020  | 0,221  | 0,566 | 0,111 | 0,113  | 0,067  | 0,000      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.3         | Pearson Correlation | ,526** | ,361* | 1      | 0,309  | 0,350  | 0,160  | 0,137  | ,507** | -0,014 | 0,059 | 0,174 | 0,113  | 0,014  | ,478**     |
|              | Sig. (2-tailed)     | 0,003  | 0,050 |        | 0,096  | 0,058  | 0,398  | 0,471  | 0,004  | 0,942  | 0,755 | 0,359 | 0,551  | 0,943  | 0,008      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.4         | Pearson Correlation | 0,253  | ,456* | 0,309  | 1      | ,537** | ,641** | ,442*  | 0,267  | 0,232  | 0,110 | 0,308 | ,532** | ,658** | ,715**     |
|              | Sig. (2-tailed)     | 0,177  | 0,011 | 0,096  |        | 0,002  | 0,000  | 0,014  | 0,154  | 0,216  | 0,562 | 0,098 | 0,002  | 0,000  | 0,000      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.5         | Pearson Correlation | 0,083  | ,376* | 0,350  | ,537** | 1      | ,585** | ,657** | ,397*  | 0,090  | 0,300 | 0,324 | ,399*  | ,477** | ,672**     |
|              | Sig. (2-tailed)     | 0,662  | 0,041 | 0,058  | 0,002  |        | 0,001  | 0,000  | 0,030  | 0,638  | 0,107 | 0,081 | 0,029  | 0,008  | 0,000      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.6         | Pearson Correlation | 0,086  | 0,315 | 0,160  | ,641** | ,585** | 1      | ,673** | 0,347  | -0,008 | 0,200 | ,408* | ,672** | ,734** | ,717**     |
|              | Sig. (2-tailed)     | 0,650  | 0,090 | 0,398  | 0,000  | 0,001  |        | 0,000  | 0,061  | 0,967  | 0,290 | 0,025 | 0,000  | 0,000  | 0,000      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.7         | Pearson Correlation | 0,010  | 0,322 | 0,137  | ,442*  | ,657** | ,673** | 1      | 0,349  | 0,027  | 0,265 | 0,268 | ,507** | ,627** | ,644**     |
|              | Sig. (2-tailed)     | 0,957  | 0,083 | 0,471  | 0,014  | 0,000  | 0,000  |        | 0,058  | 0,889  | 0,156 | 0,152 | 0,004  | 0,000  | 0,000      |
|              | N                   | 30     | 30    | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30     | 30         |
| X1.8         | Pearson Correlation | 0,271  | ,421* | ,507** | 0,267  | ,397*  | 0,347  | 0,349  | 1      | 0,086  | 0,216 | 0,241 | 0,281  | 0,260  | ,592**     |
|              | Sig. (2-tailed)     | 0,147  | 0,020 | 0,004  | 0,154  | 0,030  | 0,061  | 0,058  |        | 0,652  | 0,251 | 0,200 | 0,133  | 0,165  | 0,001      |

[illegible]

| Correlations |                     |       |       |        |        |        |        |       |        |        |       |                  |
|--------------|---------------------|-------|-------|--------|--------|--------|--------|-------|--------|--------|-------|------------------|
|              |                     | X2.1  | X2.2  | X2.3   | X2.4   | X2.5   | X2.6   | X2.7  | X2.8   | X2.9   | X2.10 | LINGKUNGAN_KERJA |
| X2.1         | Pearson Correlation | 1     | 0,275 | 0,067  | -      | -      | 0,120  | 0,183 | -      | ,474** | 0,172 | 0,303            |
|              | Sig. (2-tailed)     |       | 0,141 | 0,726  | 0,160  | 0,675  | 0,527  | 0,332 | 0,821  | 0,008  | 0,363 | 0,103            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.2         | Pearson Correlation | 0,275 | 1     | 0,185  | 0,161  | 0,228  | 0,187  | 0,111 | 0,347  | 0,104  | -     | ,433*            |
|              | Sig. (2-tailed)     | 0,141 |       | 0,328  | 0,394  | 0,226  | 0,321  | 0,559 | 0,061  | 0,586  | 0,597 | 0,017            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.3         | Pearson Correlation | 0,067 | 0,185 | 1      | ,597** | ,483** | 0,243  | -     | ,424*  | 0,214  | 0,179 | ,630**           |
|              | Sig. (2-tailed)     | 0,726 | 0,328 |        | 0,000  | 0,007  | 0,196  | 0,106 | 0,020  | 0,256  | 0,343 | 0,000            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.4         | Pearson Correlation | -     | 0,161 | ,597** | 1      | ,421*  | 0,147  | -     | ,446*  | -      | 0,096 | ,504**           |
|              | Sig. (2-tailed)     | 0,263 | 0,394 | 0,000  |        | 0,020  | 0,440  | 0,394 | 0,014  | 0,915  | 0,613 | 0,005            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.5         | Pearson Correlation | -     | 0,228 | ,483** | ,421*  | 1      | ,571** | -     | ,904** | 0,101  | 0,248 | ,791**           |
|              | Sig. (2-tailed)     | 0,080 | 0,226 | 0,007  | 0,020  |        | 0,001  | 0,913 | 0,000  | 0,594  | 0,186 | 0,000            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.6         | Pearson Correlation | 0,120 | 0,187 | 0,243  | 0,147  | ,571** | 1      | 0,187 | ,660** | -      | -     | ,592**           |
|              | Sig. (2-tailed)     | 0,527 | 0,321 | 0,196  | 0,440  | 0,001  |        | 0,321 | 0,000  | 0,859  | 0,817 | 0,001            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.7         | Pearson Correlation | 0,183 | 0,111 | -      | -      | -      | 0,187  | 1     | 0,101  | 0,155  | -     | 0,179            |
|              | Sig. (2-tailed)     | 0,332 | 0,559 | 0,301  | 0,161  | 0,021  | 0,321  |       | 0,597  | 0,412  | 0,011 | 0,345            |
|              | N                   | 30    | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     | 30    | 30               |
| X2.8         | Pearson Correlation | -     | 0,347 | ,424*  | ,446*  | ,904** | ,660** | 0,101 | 1      | 0,055  | 0,134 | ,808**           |
|              | Sig. (2-tailed)     | 0,043 | 0,061 | 0,020  | 0,014  | 0,000  | 0,000  | 0,597 |        | 0,774  | 0,481 | 0,000            |





## Lampiran 5 – Hasil Uji Reliabilitas

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | 0,0   |
|       | Total                 | 30 | 100,0 |

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

**Kompensasi**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,752            | 14         |

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | 0,0   |
|       | Total                 | 30 | 100,0 |

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

**Lingkungan Kerja**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,728            | 11         |

**Case Processing Summary**

|       |                       | N  | %     |
|-------|-----------------------|----|-------|
| Cases | Valid                 | 30 | 100,0 |
|       | Excluded <sup>a</sup> | 0  | 0,0   |
|       | Total                 | 30 | 100,0 |

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

**Kepuasan Kerja**

|                  |            |
|------------------|------------|
| Cronbach's Alpha | N of Items |
| 0,734            | 11         |

### Lampiran 6 – Kuisioner Penelitian

Bapak/ibu diminta untuk memberikan jawaban pada pernyataan-pernyataan yang telah disediakan dengan cara memberikan tanda (X) pada setiap kolom dibawah ini.

Keterangan :

5. Sangat Tidak Setuju (STS)
6. Tidak Setuju (TS)
7. Setuju (S)
8. Sangat Setuju (SS)

#### B. Pernyataan

| No. | Pernyataan                                                            | STS | TS | S | SS |
|-----|-----------------------------------------------------------------------|-----|----|---|----|
|     |                                                                       | 1   | 2  | 3 | 4  |
| 1   | Gaji yang diberikan perusahaan telah sesuai dengan yang saya harapkan |     |    |   |    |
| 2   | Gaji yang diberikan sesuai dengan latar belakang pendidikan saya      |     |    |   |    |
| 3   | Gaji yang diterima sesuai dengan lamanya saya bekerja                 |     |    |   |    |
| 4   | Uang lemburan yang diterima sesuai dengan harapan saya                |     |    |   |    |
| 5   | Perusahaan memberikan komisi setiap tahunnya                          |     |    |   |    |
| 6   | perusahaan memberikan komisi secara adil                              |     |    |   |    |
| 7   | Perusahaan rutin memberikan bonus setiap tahunnya                     |     |    |   |    |
| 8   | Perusahaan memberikan bonus sesuai masa kerja saya                    |     |    |   |    |
| 9   | Bonus dapat menjadi dorongan yang positif dalam bekerja               |     |    |   |    |
| 10  | Perusahaan memberikan peluang promosi jabatan kepada seluruh karyawan |     |    |   |    |

| No. | Pernyataan                                                           | STS | TS | S | SS |
|-----|----------------------------------------------------------------------|-----|----|---|----|
|     |                                                                      | 1   | 2  | 3 | 4  |
| 11  | Banyak kesempatan promosi yang terbuka untuk saya                    |     |    |   |    |
| 12  | Tempat ibadah yang disediakan sudah baik                             |     |    |   |    |
| 13  | Pantry yang disediakan perusahaan sudah baik                         |     |    |   |    |
| 14  | Adanya ac di ruangan sudah baik                                      |     |    |   |    |
| 15  | Pencahayaan lampu di kantor sudah baik                               |     |    |   |    |
| 16  | Pencahayaan lampu mendukung dalam menyelesaikan pekerjaan            |     |    |   |    |
| 17  | Warna cat tembok ruangan sudah baik                                  |     |    |   |    |
| 18  | warna cat tembok tidak merusak mata                                  |     |    |   |    |
| 19  | Saya dan rekan kerja dapat bekerja sama dengan baik                  |     |    |   |    |
| 20  | Hubungan saya dan atasan terjalin baik                               |     |    |   |    |
| 21  | Atasan selalu membantu jika saya mengalami kesulitan dalam bekerja   |     |    |   |    |
| 22  | Penempatan pekerjaan sesuai dengan kemampuan saya                    |     |    |   |    |
| 23  | Adanya perhatian yang baik dari atasan di dalam pekerjaan            |     |    |   |    |
| 24  | Saya merasa puas dengan bantuan atasan di dalam pekerjaan            |     |    |   |    |
| 25  | Organisasi dan manajemen di perusahaan sudah baik                    |     |    |   |    |
| 26  | Semua karyawan diberikan kesempatan untuk maju dalam pekerjaan       |     |    |   |    |
| 27  | Saya merasa puas dengan adanya kesempatan untuk maju dalam pekerjaan |     |    |   |    |
| 28  | Kondisi pekerjaan di perusahaan sudah baik                           |     |    |   |    |
| 29  | Saya merasa puasa dengan kondisi pekerjaan di perusahaan             |     |    |   |    |

**Lampiran 7 – Karakteristik 63 responden**

| NO | Jenis Kelamin | Usia | Pendidikan Terakhir | Status Karyawan | Masa Kerja | Jabatan |
|----|---------------|------|---------------------|-----------------|------------|---------|
| 1  | 2             | 1    | 1                   | 2               | 1          | 1       |
| 2  | 2             | 2    | 2                   | 1               | 3          | 2       |
| 3  | 1             | 3    | 1                   | 1               | 4          | 3       |
| 4  | 1             | 1    | 3                   | 2               | 2          | 1       |
| 5  | 2             | 2    | 1                   | 1               | 3          | 2       |
| 6  | 2             | 1    | 3                   | 2               | 2          | 1       |
| 7  | 1             | 2    | 2                   | 1               | 3          | 2       |
| 8  | 2             | 2    | 1                   | 2               | 2          | 1       |
| 9  | 2             | 2    | 3                   | 1               | 3          | 2       |
| 10 | 2             | 1    | 3                   | 1               | 3          | 1       |
| 11 | 1             | 3    | 1                   | 2               | 1          | 3       |
| 12 | 2             | 1    | 3                   | 1               | 3          | 1       |
| 13 | 1             | 2    | 3                   | 2               | 2          | 2       |
| 14 | 2             | 1    | 1                   | 1               | 3          | 1       |
| 15 | 1             | 4    | 2                   | 1               | 4          | 3       |
| 16 | 2             | 1    | 3                   | 2               | 2          | 1       |
| 17 | 2             | 1    | 3                   | 2               | 2          | 1       |
| 18 | 1             | 3    | 2                   | 2               | 1          | 3       |
| 19 | 1             | 2    | 2                   | 1               | 3          | 1       |
| 20 | 2             | 3    | 1                   | 1               | 4          | 3       |
| 21 | 2             | 1    | 1                   | 2               | 2          | 1       |
| 22 | 2             | 2    | 3                   | 1               | 3          | 2       |
| 23 | 1             | 3    | 2                   | 1               | 4          | 3       |
| 24 | 2             | 2    | 1                   | 1               | 3          | 2       |
| 25 | 1             | 4    | 3                   | 1               | 4          | 3       |
| 26 | 2             | 1    | 1                   | 2               | 2          | 1       |
| 27 | 1             | 3    | 2                   | 1               | 4          | 3       |
| 28 | 2             | 2    | 2                   | 2               | 2          | 2       |
| 29 | 2             | 1    | 1                   | 1               | 3          | 1       |
| 30 | 1             | 3    | 3                   | 2               | 2          | 3       |
| 31 | 2             | 4    | 1                   | 1               | 4          | 3       |
| 32 | 2             | 1    | 3                   | 2               | 2          | 1       |
| 33 | 1             | 2    | 1                   | 1               | 3          | 2       |
| 34 | 2             | 1    | 2                   | 1               | 3          | 1       |
| 35 | 1             | 1    | 3                   | 2               | 1          | 1       |
| 36 | 1             | 4    | 1                   | 1               | 5          | 3       |
| 37 | 2             | 1    | 1                   | 2               | 2          | 2       |
| 38 | 1             | 3    | 1                   | 2               | 1          | 1       |

| NO | Jenis Kelamin | Usia | Pendidikan Terakhir | Status Karyawan | Masa Kerja | Jabatan |
|----|---------------|------|---------------------|-----------------|------------|---------|
| 39 | 2             | 2    | 2                   | 1               | 3          | 1       |
| 40 | 2             | 1    | 3                   | 1               | 3          | 2       |
| 41 | 2             | 1    | 3                   | 1               | 3          | 1       |
| 42 | 1             | 3    | 1                   | 2               | 2          | 1       |
| 43 | 1             | 4    | 1                   | 2               | 2          | 1       |
| 44 | 2             | 2    | 3                   | 1               | 4          | 1       |
| 45 | 2             | 2    | 3                   | 2               | 2          | 3       |
| 46 | 1             | 4    | 1                   | 1               | 4          | 2       |
| 47 | 2             | 1    | 1                   | 2               | 1          | 1       |
| 48 | 2             | 1    | 3                   | 1               | 3          | 1       |
| 49 | 1             | 4    | 1                   | 1               | 5          | 2       |
| 50 | 2             | 3    | 1                   | 2               | 2          | 2       |
| 51 | 1             | 1    | 3                   | 1               | 4          | 1       |
| 52 | 2             | 2    | 1                   | 2               | 2          | 1       |
| 53 | 1             | 2    | 3                   | 1               | 4          | 3       |
| 54 | 1             | 1    | 3                   | 2               | 3          | 1       |
| 55 | 1             | 4    | 1                   | 1               | 4          | 2       |
| 56 | 2             | 3    | 1                   | 2               | 1          | 2       |
| 57 | 1             | 2    | 3                   | 1               | 3          | 1       |
| 58 | 1             | 2    | 2                   | 2               | 1          | 2       |
| 59 | 2             | 1    | 1                   | 2               | 2          | 1       |
| 60 | 1             | 1    | 3                   | 2               | 2          | 1       |
| 61 | 2             | 3    | 1                   | 1               | 5          | 3       |
| 62 | 2             | 1    | 1                   | 2               | 2          | 1       |
| 63 | 1             | 2    | 2                   | 1               | 4          | 2       |

**Lampiran 8 – Tabulasi 63 responden**

| No | KOMPENSASI |    |    |    |    |    |    |    |    |     |     |     |     | TOTAL |
|----|------------|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-------|
|    | P1         | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 |       |
| 1  | 1          | 1  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 3   | 30    |
| 2  | 2          | 2  | 1  | 3  | 2  | 2  | 3  | 2  | 3  | 4   | 3   | 2   | 3   | 32    |
| 3  | 2          | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 3   | 3   | 3   | 3   | 31    |
| 4  | 2          | 2  | 2  | 3  | 3  | 2  | 2  | 2  | 3  | 2   | 3   | 2   | 2   | 30    |
| 5  | 2          | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 4  | 4   | 2   | 2   | 3   | 31    |
| 6  | 1          | 1  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 3   | 4   | 2   | 3   | 31    |
| 7  | 1          | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 30    |
| 8  | 2          | 2  | 4  | 2  | 2  | 2  | 3  | 2  | 3  | 3   | 4   | 2   | 2   | 33    |
| 9  | 2          | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 2   | 2   | 2   | 2   | 28    |
| 10 | 2          | 2  | 2  | 2  | 3  | 3  | 2  | 2  | 3  | 2   | 2   | 2   | 2   | 29    |
| 11 | 2          | 2  | 3  | 2  | 2  | 2  | 2  | 3  | 3  | 3   | 3   | 3   | 2   | 32    |
| 12 | 2          | 2  | 2  | 2  | 1  | 2  | 2  | 2  | 3  | 4   | 3   | 2   | 3   | 30    |
| 13 | 3          | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 4   | 2   | 3   | 33    |
| 14 | 2          | 2  | 2  | 1  | 2  | 2  | 3  | 2  | 3  | 3   | 3   | 2   | 2   | 29    |
| 15 | 1          | 2  | 1  | 2  | 2  | 3  | 4  | 4  | 3  | 4   | 4   | 2   | 2   | 34    |
| 16 | 2          | 2  | 3  | 1  | 1  | 3  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 29    |
| 17 | 2          | 3  | 2  | 1  | 2  | 3  | 1  | 3  | 1  | 3   | 1   | 3   | 3   | 28    |
| 18 | 3          | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 32    |
| 19 | 2          | 1  | 2  | 2  | 3  | 3  | 3  | 1  | 3  | 3   | 3   | 2   | 2   | 30    |
| 20 | 2          | 3  | 2  | 3  | 2  | 2  | 2  | 2  | 3  | 4   | 3   | 2   | 2   | 32    |
| 21 | 1          | 1  | 3  | 2  | 2  | 1  | 2  | 2  | 3  | 3   | 2   | 2   | 3   | 27    |
| 22 | 2          | 2  | 2  | 3  | 2  | 3  | 2  | 1  | 3  | 3   | 3   | 2   | 3   | 31    |
| 23 | 1          | 1  | 1  | 2  | 2  | 3  | 2  | 2  | 3  | 4   | 3   | 3   | 2   | 29    |
| 24 | 3          | 2  | 2  | 1  | 1  | 1  | 2  | 1  | 3  | 3   | 3   | 3   | 4   | 29    |
| 25 | 1          | 1  | 1  | 1  | 3  | 1  | 3  | 3  | 3  | 2   | 3   | 2   | 3   | 27    |
| 26 | 3          | 2  | 2  | 1  | 1  | 1  | 1  | 1  | 3  | 1   | 3   | 3   | 3   | 25    |
| 27 | 3          | 3  | 2  | 2  | 3  | 3  | 1  | 1  | 3  | 1   | 1   | 3   | 2   | 28    |
| 28 | 1          | 3  | 1  | 1  | 1  | 2  | 4  | 3  | 3  | 3   | 3   | 2   | 2   | 29    |
| 29 | 3          | 3  | 3  | 2  | 2  | 2  | 1  | 1  | 4  | 3   | 2   | 2   | 2   | 30    |
| 30 | 2          | 2  | 2  | 2  | 2  | 3  | 1  | 1  | 4  | 3   | 4   | 2   | 2   | 30    |
| 31 | 3          | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 32    |
| 32 | 3          | 2  | 2  | 1  | 1  | 1  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 28    |
| 33 | 3          | 4  | 4  | 3  | 1  | 1  | 2  | 2  | 2  | 2   | 4   | 2   | 2   | 32    |
| 34 | 1          | 3  | 3  | 3  | 1  | 1  | 3  | 1  | 3  | 3   | 3   | 2   | 2   | 29    |
| 35 | 3          | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 32    |

| KOMPENSASI |    |    |    |    |    |    |    |    |    |     |     |     |     |       |
|------------|----|----|----|----|----|----|----|----|----|-----|-----|-----|-----|-------|
| No         | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | TOTAL |
| 36         | 4  | 4  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 3   | 3   | 2   | 2   | 32    |
| 37         | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 30    |
| 38         | 3  | 3  | 2  | 2  | 1  | 1  | 1  | 3  | 3  | 3   | 3   | 2   | 2   | 29    |
| 39         | 3  | 3  | 3  | 1  | 1  | 1  | 2  | 3  | 3  | 2   | 2   | 3   | 2   | 29    |
| 40         | 1  | 2  | 3  | 3  | 3  | 2  | 1  | 2  | 3  | 3   | 3   | 2   | 2   | 30    |
| 41         | 3  | 3  | 2  | 3  | 3  | 2  | 2  | 1  | 2  | 2   | 2   | 2   | 2   | 29    |
| 42         | 2  | 2  | 2  | 2  | 2  | 1  | 3  | 1  | 3  | 4   | 2   | 4   | 2   | 30    |
| 43         | 2  | 1  | 1  | 2  | 2  | 1  | 1  | 1  | 3  | 3   | 3   | 3   | 3   | 26    |
| 44         | 2  | 2  | 1  | 2  | 3  | 3  | 1  | 1  | 3  | 1   | 3   | 3   | 3   | 28    |
| 45         | 2  | 3  | 2  | 1  | 1  | 2  | 2  | 3  | 3  | 3   | 1   | 2   | 2   | 27    |
| 46         | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 2   | 31    |
| 47         | 2  | 2  | 2  | 1  | 2  | 1  | 3  | 2  | 3  | 3   | 2   | 2   | 2   | 27    |
| 48         | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 2   | 31    |
| 49         | 2  | 2  | 2  | 2  | 2  | 4  | 4  | 2  | 3  | 3   | 3   | 2   | 2   | 33    |
| 50         | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3   | 3   | 2   | 2   | 31    |
| 51         | 2  | 2  | 2  | 1  | 2  | 2  | 3  | 2  | 3  | 2   | 2   | 2   | 3   | 28    |
| 52         | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 1   | 3   | 3   | 3   | 31    |
| 53         | 1  | 1  | 2  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 3   | 2   | 28    |
| 54         | 3  | 3  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 2   | 2   | 2   | 2   | 31    |
| 55         | 3  | 1  | 3  | 1  | 2  | 4  | 2  | 2  | 3  | 3   | 2   | 2   | 2   | 30    |
| 56         | 3  | 1  | 1  | 3  | 1  | 3  | 3  | 2  | 3  | 3   | 2   | 3   | 2   | 30    |
| 57         | 1  | 1  | 1  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 2   | 2   | 3   | 26    |
| 58         | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 3   | 3   | 2   | 2   | 30    |
| 59         | 3  | 3  | 2  | 2  | 1  | 1  | 3  | 2  | 3  | 2   | 3   | 2   | 2   | 29    |
| 60         | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 3  | 3  | 2   | 2   | 3   | 2   | 30    |
| 61         | 1  | 1  | 1  | 2  | 2  | 2  | 2  | 2  | 3  | 3   | 3   | 2   | 3   | 27    |
| 62         | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 1   | 3   | 2   | 2   | 30    |
| 63         | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 2  | 3  | 3   | 3   | 2   | 2   | 31    |

| LINGKUNGAN KERJA |    |    |    |    |    |    |    |    |       |
|------------------|----|----|----|----|----|----|----|----|-------|
| No               | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | TOTAL |
| 1                | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 18    |
| 2                | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 18    |
| 3                | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 2  | 18    |
| 4                | 4  | 3  | 4  | 2  | 3  | 2  | 2  | 2  | 22    |
| 5                | 3  | 3  | 2  | 3  | 4  | 2  | 2  | 2  | 21    |
| 6                | 3  | 2  | 4  | 2  | 4  | 2  | 2  | 2  | 21    |
| 7                | 3  | 2  | 2  | 3  | 2  | 3  | 2  | 2  | 19    |
| 8                | 2  | 2  | 2  | 3  | 2  | 2  | 3  | 2  | 18    |
| 9                | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 19    |
| 10               | 2  | 2  | 2  | 3  | 3  | 3  | 2  | 2  | 19    |
| 11               | 2  | 2  | 3  | 2  | 4  | 2  | 3  | 2  | 20    |
| 12               | 4  | 2  | 2  | 2  | 4  | 2  | 2  | 2  | 20    |
| 13               | 2  | 2  | 3  | 2  | 3  | 2  | 2  | 2  | 18    |
| 14               | 2  | 2  | 2  | 3  | 4  | 2  | 3  | 3  | 21    |
| 15               | 4  | 2  | 3  | 4  | 3  | 2  | 2  | 2  | 22    |
| 16               | 3  | 2  | 2  | 3  | 3  | 2  | 2  | 2  | 19    |
| 17               | 4  | 2  | 2  | 3  | 3  | 2  | 2  | 2  | 20    |
| 18               | 3  | 2  | 3  | 2  | 3  | 2  | 2  | 2  | 19    |
| 19               | 3  | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 19    |
| 20               | 3  | 2  | 2  | 2  | 3  | 3  | 3  | 2  | 20    |
| 21               | 2  | 2  | 4  | 3  | 2  | 2  | 2  | 2  | 19    |
| 22               | 2  | 2  | 2  | 2  | 2  | 3  | 3  | 3  | 19    |
| 23               | 2  | 2  | 4  | 2  | 4  | 2  | 2  | 2  | 20    |
| 24               | 2  | 3  | 4  | 4  | 2  | 1  | 2  | 2  | 20    |
| 25               | 2  | 2  | 4  | 3  | 2  | 3  | 3  | 2  | 21    |
| 26               | 3  | 2  | 3  | 2  | 3  | 2  | 3  | 2  | 20    |
| 27               | 4  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 20    |
| 28               | 4  | 2  | 2  | 3  | 3  | 3  | 2  | 2  | 21    |
| 29               | 3  | 3  | 2  | 3  | 3  | 2  | 3  | 2  | 21    |
| 30               | 4  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 19    |
| 31               | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 2  | 19    |
| 32               | 2  | 3  | 4  | 3  | 4  | 2  | 2  | 2  | 22    |
| 33               | 3  | 3  | 1  | 2  | 3  | 3  | 2  | 2  | 19    |
| 34               | 4  | 3  | 2  | 2  | 2  | 2  | 2  | 2  | 19    |
| 35               | 2  | 2  | 4  | 3  | 4  | 1  | 3  | 2  | 21    |
| 36               | 2  | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 22    |

| LINGKUNGAN KERJA |    |    |    |    |    |    |    |    |       |
|------------------|----|----|----|----|----|----|----|----|-------|
| No               | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | TOTAL |
| 37               | 3  | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 21    |
| 38               | 2  | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 19    |
| 39               | 3  | 3  | 3  | 3  | 2  | 2  | 2  | 3  | 21    |
| 40               | 2  | 3  | 3  | 2  | 2  | 3  | 3  | 2  | 20    |
| 41               | 2  | 3  | 4  | 3  | 3  | 2  | 2  | 2  | 21    |
| 42               | 2  | 2  | 2  | 2  | 3  | 3  | 3  | 2  | 19    |
| 43               | 3  | 2  | 2  | 2  | 3  | 3  | 3  | 2  | 20    |
| 44               | 4  | 3  | 2  | 3  | 2  | 3  | 2  | 2  | 21    |
| 45               | 2  | 3  | 2  | 2  | 3  | 3  | 2  | 2  | 19    |
| 46               | 1  | 4  | 1  | 4  | 4  | 2  | 2  | 2  | 20    |
| 47               | 2  | 3  | 3  | 2  | 2  | 2  | 2  | 3  | 19    |
| 48               | 3  | 2  | 2  | 2  | 3  | 4  | 2  | 2  | 20    |
| 49               | 4  | 3  | 3  | 2  | 2  | 4  | 2  | 2  | 22    |
| 50               | 3  | 3  | 2  | 3  | 2  | 3  | 3  | 2  | 21    |
| 51               | 2  | 2  | 3  | 4  | 4  | 3  | 2  | 2  | 22    |
| 52               | 3  | 3  | 2  | 2  | 2  | 2  | 3  | 3  | 20    |
| 53               | 2  | 2  | 2  | 3  | 4  | 2  | 2  | 2  | 19    |
| 54               | 3  | 3  | 2  | 3  | 4  | 3  | 2  | 2  | 22    |
| 55               | 3  | 2  | 2  | 2  | 3  | 4  | 2  | 2  | 20    |
| 56               | 3  | 2  | 3  | 3  | 3  | 2  | 2  | 2  | 20    |
| 57               | 3  | 3  | 3  | 4  | 3  | 2  | 2  | 2  | 22    |
| 58               | 2  | 3  | 3  | 2  | 3  | 2  | 4  | 2  | 21    |
| 59               | 2  | 3  | 3  | 3  | 2  | 1  | 2  | 3  | 19    |
| 60               | 3  | 3  | 3  | 2  | 2  | 2  | 2  | 2  | 19    |
| 61               | 3  | 3  | 2  | 3  | 2  | 1  | 3  | 2  | 19    |
| 62               | 2  | 3  | 2  | 3  | 3  | 2  | 2  | 2  | 19    |
| 63               | 3  | 2  | 3  | 2  | 2  | 2  | 2  | 2  | 18    |

| KEPUASAN KERJA |    |    |    |    |    |    |    |    |       |
|----------------|----|----|----|----|----|----|----|----|-------|
| No             | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | TOTAL |
| 1              | 2  | 2  | 2  | 2  | 4  | 3  | 4  | 2  | 22    |
| 2              | 2  | 2  | 2  | 2  | 4  | 4  | 4  | 2  | 24    |
| 3              | 2  | 3  | 3  | 2  | 2  | 3  | 4  | 2  | 24    |
| 4              | 3  | 2  | 2  | 4  | 3  | 4  | 3  | 2  | 27    |
| 5              | 4  | 3  | 2  | 4  | 2  | 4  | 2  | 2  | 28    |
| 6              | 4  | 3  | 2  | 2  | 2  | 3  | 2  | 4  | 28    |
| 7              | 3  | 3  | 2  | 1  | 3  | 4  | 3  | 4  | 30    |
| 8              | 3  | 2  | 3  | 3  | 2  | 3  | 2  | 2  | 28    |
| 9              | 4  | 2  | 2  | 1  | 4  | 4  | 4  | 3  | 33    |
| 10             | 3  | 2  | 2  | 2  | 4  | 4  | 4  | 2  | 33    |
| 11             | 3  | 2  | 1  | 3  | 4  | 3  | 4  | 1  | 32    |
| 12             | 3  | 3  | 2  | 4  | 2  | 4  | 2  | 3  | 35    |
| 13             | 3  | 2  | 3  | 1  | 4  | 3  | 4  | 2  | 35    |
| 14             | 3  | 2  | 3  | 3  | 4  | 4  | 4  | 2  | 39    |
| 15             | 3  | 3  | 3  | 4  | 2  | 3  | 2  | 3  | 38    |
| 16             | 3  | 2  | 2  | 2  | 3  | 3  | 3  | 4  | 38    |
| 17             | 3  | 3  | 3  | 2  | 2  | 4  | 2  | 2  | 38    |
| 18             | 4  | 2  | 2  | 1  | 3  | 4  | 3  | 3  | 40    |
| 19             | 3  | 3  | 2  | 3  | 3  | 3  | 3  | 2  | 41    |
| 20             | 4  | 2  | 2  | 1  | 4  | 4  | 4  | 2  | 43    |
| 21             | 3  | 2  | 1  | 3  | 2  | 3  | 2  | 3  | 40    |
| 22             | 3  | 2  | 2  | 2  | 4  | 3  | 4  | 2  | 44    |
| 23             | 3  | 2  | 2  | 2  | 4  | 3  | 4  | 2  | 45    |
| 24             | 2  | 3  | 3  | 2  | 2  | 3  | 2  | 2  | 43    |
| 25             | 3  | 4  | 2  | 2  | 2  | 4  | 2  | 2  | 46    |
| 26             | 3  | 2  | 2  | 2  | 3  | 4  | 3  | 2  | 47    |
| 27             | 1  | 3  | 3  | 2  | 3  | 4  | 3  | 2  | 48    |
| 28             | 4  | 2  | 2  | 3  | 2  | 4  | 2  | 1  | 48    |
| 29             | 3  | 2  | 2  | 2  | 3  | 3  | 4  | 4  | 52    |
| 30             | 3  | 2  | 3  | 2  | 3  | 3  | 3  | 3  | 52    |
| 31             | 3  | 2  | 2  | 2  | 3  | 4  | 3  | 2  | 52    |
| 32             | 3  | 2  | 3  | 3  | 2  | 4  | 2  | 2  | 53    |
| 33             | 3  | 2  | 1  | 2  | 4  | 4  | 4  | 2  | 55    |
| 34             | 2  | 2  | 2  | 2  | 4  | 3  | 4  | 2  | 55    |

| KEPUASAN KERJA |    |    |    |    |    |    |    |    |       |
|----------------|----|----|----|----|----|----|----|----|-------|
| No             | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | TOTAL |
| 35             | 3  | 2  | 3  | 4  | 3  | 4  | 3  | 2  | 59    |
| 36             | 2  | 2  | 1  | 3  | 4  | 4  | 4  | 4  | 60    |
| 37             | 3  | 2  | 2  | 1  | 2  | 4  | 2  | 4  | 57    |
| 38             | 3  | 2  | 2  | 4  | 2  | 4  | 2  | 2  | 59    |
| 39             | 4  | 3  | 3  | 4  | 2  | 3  | 2  | 3  | 63    |
| 40             | 2  | 2  | 2  | 3  | 3  | 4  | 4  | 2  | 62    |
| 41             | 3  | 2  | 2  | 2  | 2  | 4  | 3  | 2  | 61    |
| 42             | 1  | 3  | 2  | 2  | 2  | 4  | 2  | 4  | 62    |
| 43             | 3  | 3  | 2  | 3  | 2  | 3  | 2  | 1  | 62    |
| 44             | 3  | 2  | 1  | 2  | 3  | 4  | 3  | 4  | 66    |
| 45             | 2  | 2  | 2  | 2  | 4  | 4  | 4  | 4  | 69    |
| 46             | 3  | 2  | 2  | 1  | 3  | 3  | 3  | 3  | 66    |
| 47             | 2  | 2  | 3  | 4  | 2  | 3  | 2  | 2  | 67    |
| 48             | 3  | 3  | 3  | 3  | 2  | 3  | 2  | 2  | 69    |
| 49             | 2  | 3  | 2  | 2  | 3  | 4  | 3  | 4  | 72    |
| 50             | 3  | 2  | 2  | 3  | 4  | 3  | 4  | 2  | 73    |
| 51             | 3  | 4  | 2  | 2  | 4  | 3  | 4  | 2  | 75    |
| 52             | 4  | 4  | 3  | 2  | 2  | 4  | 2  | 2  | 75    |
| 53             | 3  | 2  | 2  | 3  | 2  | 3  | 2  | 3  | 73    |
| 54             | 2  | 4  | 2  | 3  | 3  | 4  | 3  | 3  | 78    |
| 55             | 3  | 3  | 2  | 2  | 3  | 3  | 3  | 3  | 77    |
| 56             | 1  | 3  | 2  | 2  | 3  | 3  | 3  | 2  | 75    |
| 57             | 3  | 4  | 2  | 3  | 2  | 3  | 2  | 2  | 78    |
| 58             | 3  | 4  | 2  | 1  | 2  | 3  | 2  | 3  | 78    |
| 59             | 3  | 3  | 2  | 2  | 2  | 3  | 2  | 2  | 78    |
| 60             | 1  | 3  | 3  | 3  | 2  | 4  | 2  | 2  | 80    |
| 61             | 2  | 2  | 3  | 4  | 2  | 3  | 2  | 2  | 81    |
| 62             | 3  | 2  | 3  | 2  | 2  | 4  | 2  | 2  | 82    |
| 63             | 3  | 4  | 3  | 2  | 2  | 3  | 2  | 2  | 84    |

### Lampiran 9 – Hasil Uji Hipotesis

| Variables Entered/Removed <sup>a</sup> |                                           |                   |        |
|----------------------------------------|-------------------------------------------|-------------------|--------|
| Model                                  | Variables Entered                         | Variables Removed | Method |
| 1                                      | LINGKUNGAN_KERJA, KOMPENSASI <sup>b</sup> |                   | Enter  |

a. Dependent Variable: KEPUASAN\_KERJA

b. All requested variables entered.

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | ,442 <sup>a</sup> | 0,195    | 0,168             | 1,395                      |

a. Predictors: (Constant), LINGKUNGAN\_KERJA, KOMPENSASI

| ANOVA <sup>a</sup> |            |                |    |             |       |                   |
|--------------------|------------|----------------|----|-------------|-------|-------------------|
| Model              |            | Sum of Squares | df | Mean Square | F     | Sig.              |
| 1                  | Regression | 28,319         | 2  | 14,160      | 7,276 | ,001 <sup>b</sup> |
|                    | Residual   | 116,760        | 60 | 1,946       |       |                   |
|                    | Total      | 145,079        | 62 |             |       |                   |

a. Dependent Variable: KEPUASAN\_KERJA

b. Predictors: (Constant), LINGKUNGAN\_KERJA, KOMPENSASI

| Coefficients <sup>a</sup> |                  |                             |            |                           |       |       |
|---------------------------|------------------|-----------------------------|------------|---------------------------|-------|-------|
| Model                     |                  | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|                           |                  | B                           | Std. Error | Beta                      |       |       |
| 1                         | (Constant)       | 5,834                       | 4,151      |                           | 1,406 | 0,165 |
|                           | KOMPENSASI       | 0,231                       | 0,094      | 0,286                     | 2,471 | 0,016 |
|                           | LINGKUNGAN_KERJA | 0,446                       | 0,147      | 0,351                     | 3,024 | 0,004 |

a. Dependent Variable: KEPUASAN\_KERJA