

Lampiran 1 Kuesioner**Universitas Esa Unggul****Fakultas Ekonomi Progam Studi Manajemen**

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KUESIONER

Responden Yth,

Saya, mahasiswa Fakultas Ekonomi Universitas Esa Unggul dengan Progam studi Manajemen Sumber Daya Manusia. Saya sedang meneliti pengaruh kompensasi terhadap kepuasan kerja karyawan melalui mediasi motivasi kerja di PT. Resik Gunamaju untuk menyelesaikan Skripsi saya.

Semua jawaban benar, tidak ada jawaban yang salah. Pernyataan dan data responden hanya akan digunakan untuk keperluan penelitian dan sangat terjamin kerahasiaannya. Terimakasih atas bantuan dan kerjasamanya.

Atas kesediaan dan partisipasi dari Bapak/Ibu saya ucapkan terima kasih.

Hormat saya,

Uswatun Khasanah

BAGIAN I

DATA RESPONDEN(*Hanya Untuk Kepentingan Penelitian*).

Isilah titik (...) dan pilihlah salah satu jawaban pada setiap pertanyaan berikut ini dengan memberikan tanda silang (X).

1. Nama Responden
2. Jenis Kelamin
 - ☐ Pria ☐ Wanita
3. Usia
 - ☐ < 20 Tahun ☐ 31 – 40 Tahun
 - ☐ 21– 30 Tahun ☐ 40 – 50 Tahun
 - ☐ > 51 Tahun
4. Pendidikan Terakhir
 - ☐ SMA ☐ D3
 - ☐ S1 ☐ S2
 - ☐ S3 ☐ Lainnya
5. Masa Bekerja
 - ☐ Kurang dari setahun ☐ 1- 3 tahun
 - ☐ 3 -5 tahun ☐ Lebih dari 5 tahun

6. Status Pernikahan

- ☐ Belum Menikah
 ☐ Menikah Belum Punya Anak
☐ Menikah Sudah Punya Anak
 ☐ Sudah Bercerai

7. Status Kepegawaian

- ☐ Tetap
 ☐ Kontrak

BAGIAN II

PETUNJUK PENGISIAN

1. Mohon memberi tanda silang (X) pada jawaban yang Bapak/Ibu anggap paling sesuai dengan dan mohon mengisi bagian yang membutuhkan jawaban tertulis.
2. Setelah mengisi kuesioner ini mohon Bapak/Ibu dapat memberikan kembali kepada yang menyerahkan kuesioner ini pertama kali.
3. Keterangan Alternatif Jawaban dan Skor :
 - a. 1 = Sangat Tidak Baik/Sangat Tidak Setuju/Sangat Tidak Puas/Tidak Pernah
 - b. 2 = Tidak Baik/Tidak Setuju/Tidak Puas/Jarang
 - c. 3 = Baik/Setuju/Puas/Sering
 - d. 4 = Sangat Baik/Sangat Setuju/Sangat Puas/Selalu

I. Instrumen Variabel Kompensasi

No.	Pertanyaan	Nilai			
		1	2	3	4
1.	Gaji yang saya terima sudah sesuai dengan beban kerja.				
2.	Perusahaan tempat saya bekerja selalu memberikan gaji tepat waktu.				
3.	Bonus yang diberikan perusahaan dalam waktu tertentu menambah semangat karyawan dalam bekerja.				
4.	Adanya tunjangan hari raya (THR) yang diberikan oleh perusahaan.				
5.	Suasana dan lingkungan kerja sangat nyaman, sehingga membuat saya semangat dalam melakukan pekerjaan.				

II. Instrumen Variabel Motivasi

No.	Pertanyaan	Nilai			
		1	2	3	4
6.	Saya merasa aman dalam melakukan pekerjaan.				
7.	Gaji yang saya terima dapat memenuhi kebutuhan sehari-hari.				
8.	Saya mendapatkan kebutuhan yang layak dalam perusahaan.				

III. Instrumen Variabel Kepuasan Kerja

No.	Pertanyaan	Nilai			
		1	2	3	4
10.	Bayaran yang saya terima sesuai dengan beban kerja yang diberikan oleh perusahaan.				
11.	Di dalam perusahaan saya mendapatkan situasi yang tentram dan aman dalam bekerja.				
12.	Setiap karyawan mempunyai hubungan yang harmonis walaupun berbeda jenis pekerjaannya.				

Lampiran 2 Hasil Pratest

Responden	Kompensasi										Motivasi						Kepuasan Kerja				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
1	3	4	3	3	4	3	3	3	4	3	3	3	3	3	3	3	3	2	3	3	2
2	3	3	2	3	2	3	3	3	3	2	3	3	3	2	3	2	2	2	2	2	2
3	3	2	2	3	2	3	3	3	3	2	2	2	3	3	2	3	3	2	3	2	2
4	1	1	1	2	2	4	3	3	3	3	4	3	4	3	3	3	2	3	3	4	3
5	3	3	3	4	4	4	4	3	4	3	3	4	2	2	2	2	3	2	3	2	3
6	3	3	4	4	3	3	3	3	3	3	2	3	3	3	4	2	2	3	3	2	3
7	4	4	4	2	4	4	4	4	3	2	3	2	3	3	2	3	3	3	3	3	3
8	4	4	2	4	4	3	4	4	3	3	3	3	3	2	3	2	3	2	3	3	3
9	3	3	2	4	3	4	4	3	3	3	3	3	2	2	2	2	3	3	2	3	2
10	3	3	2	3	3	4	3	3	3	3	3	3	2	3	2	2	3	2	3	3	3
11	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
12	3	3	3	3	2	3	4	4	3	2	3	3	3	3	3	4	3	3	3	3	3
13	3	3	2	3	3	3	3	3	3	3	4	3	4	3	4	3	3	3	3	3	3
14	3	2	2	4	2	3	3	4	3	3	3	3	4	3	3	3	3	4	4	3	3
15	3	3	3	3	3	3	3	3	3	3	3	2	4	4	4	4	3	4	4	4	3
16	3	2	3	3	3	3	3	3	3	3	3	3	4	4	3	4	3	3	3	3	3
17	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3

18	4	4	2	4	4	3	4	4	3	3	4	1	3	4	4	3	4	4	4	4	2
19	3	2	2	3	3	3	4	3	3	3	3	2	3	3	3	3	3	3	3	3	3
20	3	3	3	3	3	4	4	3	3	2	3	2	3	3	3	3	3	3	3	2	3
21	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2
22	3	2	3	3	3	3	4	3	3	2	3	3	3	3	3	3	3	3	3	3	3
23	3	3	2	3	3	3	3	3	4	3	3	2	3	3	2	3	3	3	3	3	3
24	4	2	4	1	4	4	4	3	3	1	3	3	3	2	3	2	3	2	3	3	3
25	2	2	4	3	4	4	3	3	3	3	4	3	4	3	3	3	2	3	3	4	3
26	3	2	3	3	3	4	3	4	3	3	3	4	2	2	2	2	3	2	3	2	3
27	3	2	3	3	3	4	3	3	3	3	3	3	4	4	3	4	3	3	3	3	3
28	4	3	2	4	4	3	4	4	3	3	3	3	3	3	3	4	3	3	3	3	3
29	3	3	3	3	3	4	4	3	4	3	3	4	2	2	2	2	3	2	3	2	3
30	3	3	3	4	4	3	3	3	3	3	2	3	3	3	4	2	2	3	3	2	3

Lampiran 3 Variabel Kompensasi

a. Uji Analisis Faktor

Correlation Matrix^a

		K1	K2	K5	K7	K8
Correlation	K1	1.000	.711	.775	.659	.570
	K2	.711	1.000	.699	.487	.560
	K5	.775	.699	1.000	.611	.501
	K7	.659	.487	.611	1.000	.649
	K8	.570	.560	.501	.649	1.000
Sig. (1-tailed)	K1		.000	.000	.000	.000
	K2	.000		.000	.000	.000
	K5	.000	.000		.000	.000
	K7	.000	.000	.000		.000
	K8	.000	.000	.000	.000	

a. Determinant = .047

Inverse of Correlation Matrix

	K1	K2	K5	K7	K8
K1	3.358	-.947	-1.356	-.804	-.182
K2	-.947	2.492	-.928	.402	-.652
K5	-1.356	-.928	2.965	-.593	.192
K7	-.804	.402	-.593	2.338	-.987
K8	-.182	-.652	.192	-.987	2.013

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.819
Bartlett's Test of Sphericity	Approx. Chi-Square	310.209
	df	10
	Sig.	.000

Anti-image Matrices

		K1	K2	K5	K7	K8
Anti-image Covariance	K1	.298	-.113	-.136	-.102	-.027
	K2	-.113	.401	-.126	.069	-.130
	K5	-.136	-.126	.337	-.086	.032
	K7	-.102	.069	-.086	.428	-.210
	K8	-.027	-.130	.032	-.210	.497
Anti-image Correlation	K1	.831 ^a	-.327	-.430	-.287	-.070
	K2	-.327	.821 ^a	-.341	.167	-.291
	K5	-.430	-.341	.827 ^a	-.225	.079
	K7	-.287	.167	-.225	.799 ^a	-.455
	K8	-.070	-.291	.079	-.455	.812 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
K1	1.000	.802
K2	1.000	.688
K5	1.000	.747
K7	1.000	.658
K8	1.000	.601

Extraction Method:
Principal Component
Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.496	69.924	69.924	3.496	69.924	69.924
2	.623	12.461	82.385			
3	.435	8.695	91.080			
4	.229	4.571	95.651			
5	.217	4.349	100.000			

Extraction Method: Principal Component Analysis.

**Component
Matrix^a**

	Component 1
K1	.896
K2	.829
K5	.864
K7	.811
K8	.775

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

Reproduced Correlations

	K1	K2	K5	K7	K8
Reproduced Correlation					
K1	.802 ^a	.743	.774	.727	.694
K2	.743	.688 ^a	.717	.673	.643
K5	.774	.717	.747 ^a	.701	.670
K7	.727	.673	.701	.658 ^a	.629
K8	.694	.643	.670	.629	.601 ^a
Residual ^b					
K1		-.032	.000	-.068	-.124
K2	-.032		-.018	-.186	-.083
K5	.000	-.018		-.090	-.169
K7	-.068	-.186	-.090		.020
K8	-.124	-.083	-.169	.020	

Extraction Method: Principal Component Analysis.
a. Reproduced communalities

B. Uji Analisis Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded ^a	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.889	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	13.7619	4.972	.821	.845
K2	13.9429	4.593	.723	.871
K5	13.7333	4.947	.775	.854
K7	13.6476	5.134	.695	.872
K8	13.6381	5.387	.662	.879

Lampiran 4 Variabel Motivasi

a. Uji Analisis Faktor

Correlation Matrix^a

		M13	M14	M15	M16
Correlation	M13	1.000	.724	.722	.633
	M14	.724	1.000	.704	.705
	M15	.722	.704	1.000	.522
	M16	.633	.705	.522	1.000
Sig. (1-tailed)	M13		.000	.000	.000
	M14	.000		.000	.000
	M15	.000	.000		.000
	M16	.000	.000	.000	

a. Determinant = .092

Inverse of Correlation Matrix

	M13	M14	M15	M16
M13	2.767	-.772	-1.133	-.617
M14	-.772	3.084	-1.009	-1.159
M15	-1.133	-1.009	2.449	.150
M16	-.617	-1.159	.150	2.129

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.802
Bartlett's Test of Sphericity	Approx. Chi-Square	243.345
	df	6
	Sig.	.000

Anti-image Matrices

	M13	M14	M15	M16
--	-----	-----	-----	-----

Anti-image Covariance	M13	.361	-.090	-.167	-.105
	M14	-.090	.324	-.133	-.176
	M15	-.167	-.133	.408	.029
	M16	-.105	-.176	.029	.470
Anti-image Correlation	M13	.817 ^a	-.264	-.435	-.254
	M14	-.264	.788 ^a	-.367	-.452
	M15	-.435	-.367	.797 ^a	.066
	M16	-.254	-.452	.066	.811 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
		n
M13	1.000	.793
M14	1.000	.821
M15	1.000	.723
M16	1.000	.671

Extraction Method:
Principal Component
Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	3.009	75.216	75.216	3.009	75.216	75.216
2	.492	12.296	87.513			
3	.271	6.764	94.276			
4	.229	5.724	100.000			

Extraction Method: Principal Component Analysis.

**Component
Matrix^a**

	Component
	1
M13	.890
M14	.906
M15	.850
M16	.819

Extraction Method:

Principal

Component

Analysis.

a. 1 components
extracted.

Reproduced Correlations

		M13	M14	M15	M16
Reproduced Correlation	M13	.793 ^a	.807	.757	.730
	M14	.807	.821 ^a	.771	.743
	M15	.757	.771	.723 ^a	.697
	M16	.730	.743	.697	.671 ^a
Residual ^b	M13		-.083	-.035	-.097
	M14	-.083		-.067	-.038
	M15	-.035	-.067		-.175
	M16	-.097	-.038	-.175	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 4 (66.0%) nonredundant residuals with absolute values greater than 0.05.

B. Uji Analisis Reliabilitas

Case Processing Summary

	N	%
Valid	105	100.0
Cases Excluded ^a	0	.0
Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.884	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
M13	9.2762	3.721	.793	.834
M14	9.4000	3.954	.821	.831
M15	9.4476	3.692	.723	.862
M16	9.5048	3.733	.682	.880

Lampiran 5 Variabel Kepuasan Kerja

a. Uji Analisis Faktor

Correlation Matrix^a

		KP18	KP19	KP20
Correlation	KP18	1.000	.791	.723
	KP19	.791	1.000	.769
	KP20	.723	.769	1.000
Sig. (1-tailed)	KP18		.000	.000
	KP19	.000		.000
	KP20	.000	.000	

a. Determinant = .140

Inverse of Correlation Matrix

	KP18	KP19	KP20
KP18	2.923	-1.680	-.822
KP19	-1.680	3.412	-1.409
KP20	-.822	-1.409	2.678

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.748
Approx. Chi-Square		201.006
Bartlett's Test of Sphericity		3
Sig.		.000

Anti-image Matrices

		KP18	KP19	KP20
Anti-image Covariance	KP18	.342	-.168	-.105
	KP19	-.168	.293	-.154
	KP20	-.105	-.154	.373
Anti-image Correlation	KP18	.757 ^a	-.532	-.294
	KP19	-.532	.709 ^a	-.466
	KP20	-.294	-.466	.786 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
KP18	1.000	.835
KP19	1.000	.868
KP20	1.000	.819

Extraction Method:
Principal Component
Analysis.

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.522	84.079	84.079	2.522	84.079	84.079
2	.279	9.294	93.374			
3	.199	6.626	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
KP18	.914
KP19	.932
KP20	.905

Extraction Method:
Principal
Component
Analysis.

a. 1 components
extracted.

Reproduced Correlations

		KP18	KP19	KP20
Reproduced Correlation	KP18	.835 ^a	.852	.827
	KP19	.852	.868 ^a	.843
	KP20	.827	.843	.819 ^a
Residual ^b	KP18		-.061	-.104
	KP19	-.061		-.074
	KP20	-.104	-.074	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 3 (100.0%) nonredundant residuals with absolute values greater than 0.05.

B. Uji Analisis Reliabilitas

Case Processing Summary

		N	%
Cases	Valid	105	100.0
	Excluded ^a	0	.0
	Total	105	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP18	7.0000	1.538	.805	.869
KP19	7.0190	1.365	.840	.838
KP20	6.9905	1.452	.789	.881

Lampiran 6 Tabulasi Kuesioner Penelitian

Responden	Kompensasi					Motivasi				Kepuasan Kerja		
	1	2	3	4	5	6	7	8	9	10	11	12
1	3	4	4	3	3	3	2	3	2	2	3	3
2	3	3	2	3	3	3	3	2	3	2	2	2
3	3	2	2	3	3	4	3	3	3	2	3	2
4	1	1	2	3	3	2	2	2	2	3	3	4
5	3	3	4	4	3	3	3	4	2	2	3	2
6	3	3	3	3	3	3	3	2	3	3	3	2
7	4	4	4	4	4	3	2	3	2	3	3	3
8	4	4	4	4	4	2	2	2	2	2	3	3
9	3	3	3	4	3	2	3	2	2	3	2	3
10	3	3	3	3	3	3	3	3	3	2	3	3
11	3	3	3	3	3	3	3	3	4	3	3	3
12	3	3	2	4	4	4	3	4	3	3	3	3
13	3	3	3	3	3	4	3	3	3	3	3	3
14	3	2	2	3	4	4	4	4	4	4	4	3
15	3	3	3	3	3	4	4	3	4	4	4	4
16	3	2	3	3	3	3	3	3	4	3	3	3
17	3	3	3	3	3	3	4	4	3	3	3	3
18	4	4	4	4	4	3	3	3	3	4	4	4

19	3	2	3	4	3	3	3	3	3	3	3	3
20	3	3	3	4	3	3	3	3	3	3	3	4
21	3	3	3	3	3	3	3	3	3	3	3	3
22	3	2	3	4	3	3	3	2	3	3	3	3
23	3	3	3	3	3	3	2	3	2	3	3	3
24	4	2	4	4	3	4	3	3	3	2	3	3
25	2	2	4	3	3	2	2	2	2	3	3	4
26	3	2	3	3	4	4	4	3	4	2	3	2
27	3	2	3	3	3	3	3	3	4	3	3	3
28	4	3	4	4	4	2	2	2	2	3	3	3
29	3	3	3	4	3	3	3	4	2	2	3	2
30	3	3	4	3	3	3	2	3	2	3	3	2
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35	3	3	4	3	3	4	3	4	3	3	4	2
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37	3	3	3	3	3	4	3	3	3	3	3	3
38	3	3	2	4	4	2	2	2	2	3	4	4
39	3	3	3	3	3	4	4	3	4	2	3	3
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41	3	3	3	3	3	3	3	2	3	3	3	2
42	3	3	4	4	3	4	3	3	3	3	3	2
43	3	3	3	3	3	2	2	2	2	3	3	3
44	4	4	4	4	4	3	3	4	2	3	3	3
45	4	4	4	4	4	3	3	2	3	4	3	4
46	3	3	3	4	3	2	3	2	2	3	3	4
47	3	3	3	3	3	3	3	3	3	4	3	4
48	4	4	4	4	4	3	3	3	4	3	4	2
49	3	2	3	4	3	4	3	4	3	3	4	3
50	3	3	3	4	3	4	3	3	3	3	3	3
51	3	3	3	3	3	4	4	4	4	3	3	3
52	3	3	3	3	3	4	4	3	4	4	4	4
53	4	4	4	4	4	2	2	2	2	3	3	4
54	3	2	3	4	3	2	3	2	2	4	4	3
55	3	3	3	4	3	3	3	3	3	3	3	3
56	3	3	3	3	3	3	3	3	4	3	3	3
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59	3	2	3	4	3	4	3	3	3	4	4	3
60	3	3	3	4	3	2	2	2	2	3	3	3
61	3	3	3	3	3	4	4	3	4	3	3	3
62	3	2	3	4	3	3	3	3	4	3	2	4

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75	3	2	3	4	3	4	3	3	3	3	2	3
76	3	3	3	3	3	4	4	4	4	3	3	3
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79	3	2	3	3	4	2	3	2	2	3	4	3
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81	3	3	2	4	4	3	3	2	3	2	4	4
82	3	3	3	3	3	4	3	3	3	3	4	4
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88	3	2	3	4	3	3	3	2	3	4	2	2
89	3	3	3	4	3	2	3	2	2	3	2	2
90	3	3	3	3	3	3	3	3	3	3	2	3
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94	2	2	4	3	3	4	4	4	4	3	4	3
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96	3	2	3	3	3	2	2	2	2	2	3	3
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99	3	3	3	3	3	3	3	3	4	3	3	3
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102	4	4	4	4	4	3	3	4	2	3	3	3
103	3	3	3	3	3	3	3	2	3	3	3	3
104	4	4	4	4	4	2	2	2	2	3	3	3
105	3	2	3	4	3	3	3	4	2	4	4	4

Lampiran 7 Hasil Regresi

Persamaan 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.204 ^a	.041	.032	.57896

a. Predictors: (Constant), KOMPENSASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.755	.358		7.696	.000
	KOMPENSASI	.217	.103	.204	2.111	.037

a. Dependent Variable: KEPUASANKERJA

Persamaan 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.286 ^a	.082	.064	.56943

a. Predictors: (Constant), KOMPENSASI, MOTIVASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.216	.435		5.095	.000
	MOTIVASI	.186	.088	.201	2.116	.037
	KOMPENSASI	.204	.101	.192	2.016	.046

a. Dependent Variable: KEPUASANKERJA

