









## Lampiran 7

### Hasil Uji Analisis Jalur Tahap I

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,666 <sup>a</sup>	,444	,432	4,323
a. Predictors: (Constant), KOMPENSASI, LINGKUNGAN KERJA				

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1447,015	2	723,507	38,717	,000 <sup>b</sup>
	Residual	1812,625	97	18,687		
	Total	3259,640	99			
a. Dependent Variable: KEPUASAN KERJA						
b. Predictors: (Constant), KOMPENSASI, LINGKUNGAN KERJA						

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,534	1,963		2,309	,023
	LINGKUNGAN KERJA	,405	,060	,514	6,787	,000
	KOMPENSASI	,546	,092	,447	5,901	,000
a. Dependent Variable: KEPUASAN KERJA						

## Lampiran 8

### Hasil Uji Analisis Jalur Tahap II

<b>Model Summary</b>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,958 <sup>a</sup>	,917	,914	1,344
a. Predictors: (Constant), KEPUASAN KERJA , KOMPENSASI, LINGKUNGAN KERJA				

<b>ANOVA<sup>a</sup></b>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1911,888	3	637,296	352,784	,000 <sup>b</sup>
	Residual	173,422	96	1,806		
	Total	2085,310	99			
a. Dependent Variable: KINERJA KARYAWAN						
b. Predictors: (Constant), KEPUASAN KERJA , KOMPENSASI, LINGKUNGAN KERJA						

<b>Coefficients<sup>a</sup></b>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,075	1,472		,051	,959
	LINGKUNGAN KERJA	,331	,063	,203	5,269	,000
	KOMPENSASI	,357	,074	,185	4,824	,000
	KEPUASAN KERJA	,766	,024	,958	32,416	,000
a. Dependent Variable: KINERJA KARYAWAN						