

Lampiran 1

Kuesioner Penelitian

Bersama ini saya sampaikan daftar pernyataan pada karyawan. Pernyataan dalam kuesioner ini mengenai dengan penelitian saya yang berjudul “Pengaruh Kompensasi, Pengembangan Karir Terhadap Motivasi dan Kepuasan Kerja Karyawan”. Atas kesediaannya dalam memberikan jawaban saya ucapkan terima kasih.

Petunjuk Pengisian

1. Berilah tanda ceklist (\checkmark) pada kolom Bapak/Ibu pilih sesuai dengan keadaan yang sebenarnya.
2. Penilaian mulai dari angka 1 untuk nilai paling rendah sampai angka 4 untuk nilai paling tinggi. Angka 1 sampai dengan 4 berturut-turut dijelaskan dengan pilihan tidak setuju, kurang setuju, setuju dan sangat setuju.

Data Responden

1. Berapa lama anda telah bekerja dengan perusahaan ini.
 - a. Kurang dari 1 tahun
 - b. 1 – 2 tahun
 - c. 3 – 10 tahun
 - d. > 10 tahun

2. Jenis kelamin
 - a. Wanita
 - b. Pria
3. Status Karyawan
 - a. Tetap
 - b. Kontrak
4. Pendidikan Terakhir
 - a. SMA
 - b. D3
 - c. S1
 - d. S2
5. Unit kerja ? _____

Untuk nilai Pernyataan

Nilai	Keterangan
1	Tidak Setuju (TS)
2	Kurang Setuju (KS)
3	Setuju (S)
4	Sangat Setuju (SS)

Kompensasi - Gaji

No	Pernyataan	TS	KS	S	SS
1	Gaji yang saya dapatkan sesuai dengan apa yang saya berikan untuk perusahaan ini.				
2	Gaji saya cukup bersaing dibandingkan dengan tempat lain dengan pekerjaan, pengalaman dan pendidikan yang sama.				

Kompensasi - Bonus

No	Pernyataan	TS	KS	S	SS
3	Saya puas dengan sistem pembagian bonus.				
4	Bonus dapat menjadi dorongan yang positif dalam bekerja.				

Kompensasi – Tunjangan Kesehatan

No	Pernyataan	TS	KS	S	SS
5	Saya mendapatkan tunjangan kesehatan sesuai dengan ketentuan perusahaan.				
6	Tunjangan kesehatan sangat bermanfaat untuk saya.				

Kompensasi – Tunjangan Operasional

No	Pernyataan	TS	KS	S	SS
7	Tunjangan operasional yang diberikan karyawan sesuai dengan tugas karyawan.				
8	Perusahaan memberikan tunjangan transportasi yang mencakup uang makan dan uang bensin adil dan layak.				

Pengembangan Karir – Peran Individu

No	Pernyataan	TS	KS	S	SS
9	Pekerjaan yang saya tekuni memunculkan hal-hal baru yang menuntut kemampuan saya.				
10	Saya dapat menyelesaikan pekerjaan dengan baik karena sesuai dengan bidang keahlian saya.				

Pengembangan Karir – Peran Manajer

No	Pernyataan	TS	KS	S	SS
11	Atasan saya memberikan komunikasi yang jelas, bantuan serta dukungan yang membangun terhadap bawahan.				
12	Atasan saya memberikan apresiasi positif atas pekerjaan yang saya lakukan.				

Pengembangan Karir – Peran Perusahaan

No	Pernyataan	TS	KS	S	SS
13	Saya diberikan kesempatan untuk mengembangkan diri melalui latihan.				
14	Pelatihan dan pengembangan yang saya ikuti sangat bermanfaat.				
15	Perusahaan memberikan peluang promosi kepada karyawan berprestasi				

Motivasi – Kebutuhan Untuk Berprestasi

No	Pernyataan	TS	KS	S	SS
16	Saya selalu bekerja keras untuk mencapai keberhasilan.				
17	Saya bangga bila memperoleh hasil yang terbaik.				

Motivasi – Kebutuhan Untuk Berafiliasi

No	Pernyataan	TS	KS	S	SS
18	Kerja sama yang baik dalam bentuk saling menolong dalam pekerjaan sangat menyenangkan.				
19	Pekerjaan saya dapat diselesaikan dengan baik jika dibantu rekan kerja.				

Motivasi – Kebutuhan Akan Kekuasaan

No	Pernyataan	TS	KS	S	SS
20	Saya berusaha untuk dapat bekerja dengan baik karena mengharapkan jabatan tertentu.				
21	Dengan perubahan dapat memacu semangat untuk promosi jabatan.				

Kepuasan Kerja – Kerja Yang Menantang

No	Pernyataan	TS	KS	S	SS
22	Saya diberi kesempatan untuk menuangkan ide-ide kreativitas saya saat bekerja.				
23	Atasan selalu memberikan pekerjaan yang sesuai dengan kemampuan saya.				

Kepuasan Kerja – Penghargaan Yang Sesuai

No	Pernyataan	TS	KS	S	SS
24	Atasan saya menghargai setiap pekerjaan.				
25	Upah yang saya terima sesuai dengan harapan saya.				

Kepuasan Kerja – Kondisi Kerja Yang Mendukung

No	Pernyataan	TS	KS	S	SS
26	Saya merasa nyaman dengan kondisi dilingkungan kerja saya.				
27	Ketersediaan fasilitas-fasilitas yang diberikan perusahaan dapat menunjang aktivitas kerja saya.				
28	Adanya suasana kekeluargaan dalam lingkungan kerja baik di dalam maupun di luar ruang lingkup lingkungan kerja.				

Kepuasan Kerja – Rekan Kerja Yang Sportif

No	Pernyataan	TS	KS	S	SS
29	Saya memiliki rekan kerja yang ramah dan bersahabat.				
30	Rekan kerja saya memiliki peranan dalam mendukung pekerjaan saya.				

Lampiran 2

NO RESPOND EN	KOMPENSASI - X ₁							PENGEMBANGAN KARIER - X ₂						
	X _{1_0} 1	X _{1_0} 2	X _{1_0} 3	X _{1_0} 4	X _{1_0} 5	X _{1_0} 6	X _{1_0} 7	X _{2_0} 9	X _{2_0} 10	X _{2_0} 11	X _{2_0} 12	X _{2_0} 13	X _{2_0} 14	X _{2_0} 15
1	3	3	3	3	3	4	3	4	4	4	4	4	4	4
2	3	3	3	3	3	3	3	4	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	3	4	4	4	3	4	3	4
5	4	3	4	3	3	4	3	4	4	4	3	3	4	4
6	4	4	4	4	4	4	4	4	3	4	4	4	4	4
7	4	4	4	4	4	4	4	4	4	3	4	4	4	4
8	2	2	3	3	3	3	2	4	4	3	4	4	4	4
9	2	2	3	3	2	2	2	3	3	3	3	3	3	3
10	3	3	3	3	2	4	3	4	4	4	4	3	4	4
11	3	3	3	3	3	3	2	4	4	4	4	3	4	4
12	3	3	3	3	3	4	2	2	2	2	3	2	3	3
13	3	3	4	4	3	4	3	4	4	4	4	4	4	4
14	3	3	3	4	4	4	3	4	4	4	4	4	4	4
15	4	4	4	3	4	3	3	4	4	4	4	4	4	4
16	3	3	3	4	2	2	2	4	4	4	4	4	3	4
17	1	1	3	4	3	3	3	4	4	4	3	4	4	4
18	4	4	3	3	3	3	2	4	4	4	4	4	4	4
19	1	1	2	2	2	2	2	4	4	3	4	4	3	3
20	3	3	4	4	3	3	4	4	4	3	4	3	4	4
21	3	3	3	3	2	4	2	4	4	3	4	4	4	4
22	3	3	3	3	4	4	3	4	4	4	4	4	4	4
23	3	3	4	4	3	4	3	4	3	4	4	4	4	4
24	4	4	4	4	3	4	3	4	4	4	4	4	4	4
25	3	2	3	4	2	4	3	4	4	4	4	4	4	4
26	3	3	3	3	3	4	3	4	4	4	4	4	4	4
27	2	2	2	4	2	4	1	4	4	4	4	4	3	4
28	4	4	4	4	4	4	3	4	4	4	4	4	4	4
29	4	4	4	4	4	4	3	4	4	4	4	3	4	4
30	2	2	3	3	1	4	2	4	4	4	3	4	4	4

Lampiran 3

Factor Analysis

Variabel Kompensasi (X_i)

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
X1_01	3.03	.850	30
X1_02	2.97	.850	30
X1_03	3.30	.596	30
X1_04	3.43	.568	30
X1_05	2.97	.809	30
X1_06	3.53	.681	30
X1_07	2.77	.728	30

Correlation Matrix

		X1_01	X1_02	X1_03	X1_04	X1_05	X1_06	X1_07
Correlation	X1_01	1.000	.955	.728	.326	.603	.444	.459
	X1_02	.955	1.000	.701	.316	.650	.389	.433
	X1_03	.728	.701	1.000	.519	.594	.357	.644
	X1_04	.326	.316	.519	1.000	.333	.362	.336
	X1_05	.603	.650	.594	.333	1.000	.284	.572
	X1_06	.444	.389	.357	.362	.284	1.000	.260
	X1_07	.459	.433	.644	.336	.572	.260	1.000
Sig. (1-tailed)	X1_01		.000	.000	.039	.000	.007	.005
	X1_02	.000		.000	.044	.000	.017	.008
	X1_03	.000	.000		.002	.000	.027	.000
	X1_04	.039	.044	.002		.036	.025	.035
	X1_05	.000	.000	.000	.036		.064	.000
	X1_06	.007	.017	.027	.025	.064		.083
	X1_07	.005	.008	.000	.035	.000	.083	

Inverse of Correlation Matrix

	X1_01	X1_02	X1_03	X1_04	X1_05	X1_06	X1_07
X1_01	13.852	-12.242	-1.650	.436	.998	-1.140	-.416
X1_02	-12.242	13.415	-.040	-.086	-1.914	.604	.804
X1_03	-1.650	-.040	3.400	-.866	-.133	.171	-1.092
X1_04	.436	-.086	-.866	1.489	-.115	-.373	.056
X1_05	.998	-1.914	-.133	-.115	2.203	-.039	-.755
X1_06	-1.140	.604	.171	-.373	-.039	1.372	-.057
X1_07	-.416	.804	-1.092	.056	-.755	-.057	1.974

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.770
Bartlett's Test of Sphericity	Approx. Chi-Square
	133.354
	df
	21
	Sig.
	.000

Anti-image Matrices

	X1_01	X1_02	X1_03	X1_04	X1_05	X1_06	X1_07
Anti-image Covariance X1_01	.072	-.066	-.035	.021	.033	-.060	-.015
X1_02	-.066	.075	.000	-.004	-.065	.033	.030
X1_03	-.035	.000	.294	-.171	-.018	.037	-.163
X1_04	.021	-.004	-.171	.672	-.035	-.183	.019
X1_05	.033	-.065	-.018	-.035	.454	-.013	-.174
X1_06	-.060	.033	.037	-.183	-.013	.729	-.021
X1_07	-.015	.030	-.163	.019	-.174	-.021	.507
Anti-image Correlation X1_01	.703 ^a	-.898	-.240	.096	.181	-.262	-.080
X1_02	-.898	.699 ^a	-.006	-.019	-.352	.141	.156
X1_03	-.240	-.006	.848 ^a	-.385	-.049	.079	-.422
X1_04	.096	-.019	-.385	.783 ^a	-.064	-.261	.033
X1_05	.181	-.352	-.049	-.064	.849 ^a	-.022	-.362
X1_06	-.262	.141	.079	-.261	-.022	.821 ^a	-.035
X1_07	-.080	.156	-.422	.033	-.362	-.035	.794 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X1_01	1.000	.787
X1_02	1.000	.768
X1_03	1.000	.768
X1_04	1.000	.318
X1_05	1.000	.608
X1_06	1.000	.297
X1_07	1.000	.491

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	4.037	57.672	57.672	4.037	57.672	57.672
2	.905	12.928	70.601			
3	.815	11.650	82.251			
4	.578	8.253	90.504			
5	.418	5.967	96.470			
6	.209	2.985	99.455			
7	.038	.545	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X1_01	.887
X1_02	.877
X1_03	.876
X1_04	.564
X1_05	.780
X1_06	.545
X1_07	.701

Extraction Method:
Principal Component
Analysis.

Reproduced Correlations

		X1_01	X1_02	X1_03	X1_04	X1_05	X1_06	X1_07
Reproduced Correlation	X1_01	.787 ^a	.777	.777	.500	.692	.483	.621
	X1_02	.777	.768 ^a	.768	.495	.684	.478	.614
	X1_03	.777	.768	.768 ^a	.494	.683	.477	.614
	X1_04	.500	.495	.494	.318 ^a	.440	.307	.395
	X1_05	.692	.684	.683	.440	.608 ^a	.425	.546
	X1_06	.483	.478	.477	.307	.425	.297 ^a	.382
	X1_07	.621	.614	.614	.395	.546	.382	.491 ^a
Residual ^b	X1_01		.178	-.049	-.175	-.088	-.039	-.163
	X1_02	.178		-.067	-.178	-.033	-.089	-.181
	X1_03	-.049	-.067		.025	-.090	-.121	.030
	X1_04	-.175	-.178	.025		-.107	.055	-.059
	X1_05	-.088	-.033	-.090	-.107		-.141	.026
	X1_06	-.039	-.089	-.121	.055	-.141		-.122
	X1_07	-.163	-.181	.030	-.059	.026	-.122	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 15 (71.0%) nonredundant residuals with absolute values greater than 0.05.

Lampiran 4**Factor Analysis**Variabel Pengembangan Karir (X_2)**Descriptive Statistics**

	Mean	Std. Deviation	Analysis N
X2_09	3.90	.403	30
X2_10	3.83	.461	30
X2_11	3.73	.521	30
X2_12	3.80	.407	30
X2_13	3.73	.521	30
X2_14	3.80	.407	30
X2_15	3.90	.305	30

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
X2_09	3.90	.403	30
X2_10	3.83	.461	30
X2_11	3.73	.521	30
X2_12	3.80	.407	30
X2_13	3.73	.521	30
X2_14	3.80	.407	30
X2_15	3.90	.305	30

Correlation Matrix

		X2_09	X2_10	X2_11	X2_12	X2_13	X2_14	X2_15
Correlation	X2_09	1.000	.836	.691	.505	.691	.505	.758
	X2_10	.836	1.000	.526	.368	.526	.368	.613
	X2_11	.691	.526	1.000	.228	.492	.391	.694
	X2_12	.505	.368	.228	1.000	.391	.375	.389
	X2_13	.691	.526	.492	.391	1.000	.228	.477
	X2_14	.505	.368	.391	.375	.228	1.000	.667
	X2_15	.758	.613	.694	.389	.477	.667	1.000
Sig. (1-tailed)	X2_09		.000	.000	.002	.000	.002	.000
	X2_10	.000		.001	.023	.001	.023	.000
	X2_11	.000	.001		.113	.003	.016	.000
	X2_12	.002	.023	.113		.016	.021	.017
	X2_13	.000	.001	.003	.016		.113	.004
	X2_14	.002	.023	.016	.021	.113		.000
	X2_15	.000	.000	.000	.017	.004	.000	

Inverse of Correlation Matrix

	X2_09	X2_10	X2_11	X2_12	X2_13	X2_14	X2_15
X2_09	7.982	-3.678	-1.418	-.983	-1.794	-.542	-1.211
X2_10	-3.678	3.547	.427	.259	.372	.323	-.176
X2_11	-1.418	.427	2.395	.396	-.098	.245	-1.120
X2_12	-.983	.259	.396	1.478	-.165	-.264	-.009
X2_13	-1.794	.372	-.098	-.165	2.056	.384	.027
X2_14	-.542	.323	.245	-.264	.384	1.973	-1.352
X2_15	-1.211	-.176	-1.120	-.009	.027	-1.352	3.696

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.799
Bartlett's Test of Sphericity	Approx. Chi-Square	118.445
	df	21
	Sig.	.000

Anti-image Matrices

		X2_09	X2_10	X2_11	X2_12	X2_13	X2_14	X2_15
Anti-image Covariance	X2_09	.125	-.130	-.074	-.083	-.109	-.034	-.041
	X2_10	-.130	.282	.050	.049	.051	.046	-.013
	X2_11	-.074	.050	.418	.112	-.020	.052	-.127
	X2_12	-.083	.049	.112	.677	-.054	-.091	-.002
	X2_13	-.109	.051	-.020	-.054	.486	.095	.004
	X2_14	-.034	.046	.052	-.091	.095	.507	-.185
	X2_15	-.041	-.013	-.127	-.002	.004	-.185	.271
Anti-image Correlation	X2_09	.747 ^a	-.691	-.324	-.286	-.443	-.137	-.223
	X2_10	-.691	.776 ^a	.147	.113	.138	.122	-.049
	X2_11	-.324	.147	.837 ^a	.211	-.044	.113	-.376
	X2_12	-.286	.113	.211	.838 ^a	-.095	-.155	-.004
	X2_13	-.443	.138	-.044	-.095	.845 ^a	.190	.010
	X2_14	-.137	.122	.113	-.155	.190	.768 ^a	-.501
	X2_15	-.223	-.049	-.376	-.004	.010	-.501	.835 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X2_09	1.000	.893
X2_10	1.000	.656
X2_11	1.000	.589
X2_12	1.000	.330
X2_13	1.000	.507
X2_14	1.000	.417
X2_15	1.000	.757

Communalities

	Initial	Extraction
X2_09	1.000	.893
X2_10	1.000	.656
X2_11	1.000	.589
X2_12	1.000	.330
X2_13	1.000	.507
X2_14	1.000	.417
X2_15	1.000	.757

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	4.149	59.265	59.265	4.149	59.265	59.265
2	.873	12.471	71.736			
3	.816	11.662	83.399			
4	.476	6.793	90.192			
5	.394	5.634	95.826			
6	.200	2.862	98.688			
7	.092	1.312	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X2_09	.945
X2_10	.810
X2_11	.767
X2_12	.574
X2_13	.712
X2_14	.646
X2_15	.870

Extraction Method:

Principal Component

Analysis.

a. 1 components extracted.

Reproduced Correlations

		X2_09	X2_10	X2_11	X2_12	X2_13	X2_14	X2_15
Reproduced Correlation	X2_09	.893 ^a	.765	.725	.543	.673	.610	.822
	X2_10	.765	.656 ^a	.622	.465	.577	.523	.705
	X2_11	.725	.622	.589 ^a	.441	.547	.495	.668
	X2_12	.543	.465	.441	.330 ^a	.409	.371	.500
	X2_13	.673	.577	.547	.409	.507 ^a	.460	.620
	X2_14	.610	.523	.495	.371	.460	.417 ^a	.562
	X2_15	.822	.705	.668	.500	.620	.562	.757 ^a
Residual ^b	X2_09		.071	-.034	-.037	.018	-.105	-.064
	X2_10	.071		-.095	-.098	-.051	-.155	-.092
	X2_11	-.034	-.095		-.213	-.055	-.105	.027
	X2_12	-.037	-.098	-.213		-.019	.004	-.111
	X2_13	.018	-.051	-.055	-.019		-.232	-.142
	X2_14	-.105	-.155	-.105	.004	-.232		.105
	X2_15	-.064	-.092	.027	-.111	-.142	.105	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 15 (71.0%) nonredundant residuals with absolute values greater than 0.05.

Lampiran 5

Factor Analysis

Variabel Motivasi (Y_1)

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
X3_16	3.43	.568	30
X3_17	3.63	.490	30
X3_18	3.00	.743	30
X3_21	3.53	.507	30

Correlation Matrix

		X3_16	X3_17	X3_18	X3_21
Correlation	X3_16	1.000	.590	.408	.606
	X3_17	.590	1.000	.379	.397
	X3_18	.408	.379	1.000	.091
	X3_21	.606	.397	.091	1.000
Sig. (1-tailed)	X3_16		.000	.013	.000
	X3_17	.000		.019	.015
	X3_18	.013	.019		.315
	X3_21	.000	.015	.315	

Inverse of Correlation Matrix

	X3_16	X3_17	X3_18	X3_21
X3_16	2.294	-.721	-.568	-1.052
X3_17	-.721	1.608	-.299	-.175
X3_18	-.568	-.299	1.314	.343
X3_21	-1.052	-.175	.343	1.675

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.650
Bartlett's Test of Sphericity	Approx. Chi-Square	31.185
	df	6
	Sig.	.000

Anti-image Matrices

		X3_16	X3_17	X3_18	X3_21
Anti-image Covariance	X3_16	.436	-.195	-.188	-.274
	X3_17	-.195	.622	-.141	-.065
	X3_18	-.188	-.141	.761	.156
	X3_21	-.274	-.065	.156	.597
Anti-image Correlation	X3_16	.622 ^a	-.375	-.327	-.536
	X3_17	-.375	.770 ^a	-.206	-.107
	X3_18	-.327	-.206	.611 ^a	.231
	X3_21	-.536	-.107	.231	.602 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X3_16	1.000	.795
X3_17	1.000	.645
X3_18	1.000	.329
X3_21	1.000	.509

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	2.279	56.970	56.970	2.279	56.970	56.970
2	.922	23.050	80.019			
3	.504	12.590	92.609			
4	.296	7.391	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X3_16	.892
X3_17	.803
X3_18	.574
X3_21	.713

Extraction Method:

Principal Component
Analysis.

a. 1 components extracted.

Reproduced Correlations

		X3_16	X3_17	X3_18	X3_21
Reproduced Correlation	X3_16	.795 ^a	.716	.512	.636
	X3_17	.716	.645 ^a	.461	.573
	X3_18	.512	.461	.329 ^a	.409
	X3_21	.636	.573	.409	.509 ^a
Residual ^b	X3_16		-.126	-.103	-.030
	X3_17	-.126		-.082	-.175
	X3_18	-.103	-.082		-.318
	X3_21	-.030	-.175	-.318	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 5 (83.0%) nonredundant residuals with absolute values greater than 0.05.

Lampiran 6

Factor Analysis

Variabel Kepuasan Kerja (Y_2)

Descriptive Statistics

	Mean	Std. Deviation	Analysis N
X4_22	3.80	.407	30
X4_23	3.80	.484	30
X4_24	3.80	.484	30
X4_26	3.63	.669	30
X4_28	3.80	.484	30
X4_29	3.60	.621	30
X4_30	3.73	.583	30

Correlation Matrix

		X4_22	X4_23	X4_24	X4_26	X4_28	X4_29	X4_30
Correlation	X4_22	1.000	.315	.490	.228	.315	.355	.203
	X4_23	.315	1.000	.559	.298	.559	.413	.293
	X4_24	.490	.559	1.000	.511	.559	.527	.293
	X4_26	.228	.298	.511	1.000	.405	.216	.448
	X4_28	.315	.559	.559	.405	1.000	.642	.415
	X4_29	.355	.413	.527	.216	.642	1.000	.361
	X4_30	.203	.293	.293	.448	.415	.361	1.000
Sig. (1-tailed)	X4_22		.045	.003	.113	.045	.027	.140
	X4_23	.045		.001	.055	.001	.012	.058
	X4_24	.003	.001		.002	.001	.001	.058
	X4_26	.113	.055	.002		.013	.126	.007
	X4_28	.045	.001	.001	.013		.000	.011
	X4_29	.027	.012	.001	.126	.000		.025
	X4_30	.140	.058	.058	.007	.011	.025	

Inverse of Correlation Matrix

	X4_22	X4_23	X4_24	X4_26	X4_28	X4_29	X4_30
X4_22	1.345	-.054	-.570	.052	.039	-.165	-.071
X4_23	-.054	1.686	-.637	.123	-.614	.071	-.122
X4_24	-.570	-.637	2.400	-.813	-.210	-.584	.262
X4_26	.052	.123	-.813	1.668	-.343	.424	-.567
X4_28	.039	-.614	-.210	-.343	2.302	-.975	-.216
X4_29	-.165	.071	-.584	.424	-.975	1.987	-.320
X4_30	-.071	-.122	.262	-.567	-.216	-.320	1.432

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.775
Bartlett's Test of Sphericity	Approx. Chi-Square	64.843
	df	21
	Sig.	.000

Anti-image Matrices

		X4_22	X4_23	X4_24	X4_26	X4_28	X4_29	X4_30
Anti-image Covariance	X4_22	.744	-.024	-.177	.023	.013	-.062	-.037
	X4_23	-.024	.593	-.158	.044	-.158	.021	-.051
	X4_24	-.177	-.158	.417	-.203	-.038	-.123	.076
	X4_26	.023	.044	-.203	.599	-.089	.128	-.237
	X4_28	.013	-.158	-.038	-.089	.434	-.213	-.066
	X4_29	-.062	.021	-.123	.128	-.213	.503	-.112
	X4_30	-.037	-.051	.076	-.237	-.066	-.112	.698
Anti-image Correlation	X4_22	.850 ^a	-.036	-.317	.035	.022	-.101	-.051
	X4_23	-.036	.835 ^a	-.317	.073	-.311	.039	-.079
	X4_24	-.317	-.317	.762 ^a	-.406	-.089	-.268	.141
	X4_26	.035	.073	-.406	.675 ^a	-.175	.233	-.367
	X4_28	.022	-.311	-.089	-.175	.804 ^a	-.456	-.119
	X4_29	-.101	.039	-.268	.233	-.456	.753 ^a	-.189
	X4_30	-.051	-.079	.141	-.367	-.119	-.189	.771 ^a

a. Measures of Sampling Adequacy(MSA)

Communalities

	Initial	Extraction
X4_22	1.000	.329
X4_23	1.000	.512
X4_24	1.000	.674
X4_26	1.000	.382
X4_28	1.000	.668
X4_29	1.000	.540
X4_30	1.000	.349

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	3.454	49.342	49.342	3.454	49.342	49.342
2	.950	13.566	62.908			
3	.793	11.330	74.238			
4	.675	9.647	83.885			
5	.531	7.588	91.473			
6	.343	4.898	96.371			
7	.254	3.629	100.000			

Extraction Method: Principal Component Analysis.

Component Matrix^a

	Component
	1
X4_22	.573
X4_23	.716
X4_24	.821
X4_26	.618
X4_28	.818
X4_29	.735
X4_30	.590

Extraction Method:

Principal Component

Analysis.

a. 1 components extracted.

Reproduced Correlations

		X4_22	X4_23	X4_24	X4_26	X4_28	X4_29	X4_30
Reproduced Correlation	X4_22	.329 ^a	.410	.471	.355	.469	.421	.339
	X4_23	.410	.512 ^a	.588	.443	.585	.526	.423
	X4_24	.471	.588	.674 ^a	.508	.671	.603	.485
	X4_26	.355	.443	.508	.382 ^a	.506	.454	.365
	X4_28	.469	.585	.671	.506	.668 ^a	.601	.483
	X4_29	.421	.526	.603	.454	.601	.540 ^a	.434
	X4_30	.339	.423	.485	.365	.483	.434	.349 ^a
Residual ^o	X4_22		-.095	.019	-.126	-.154	-.067	-.135
	X4_23	-.095		-.029	-.145	-.026	-.113	-.130
	X4_24	.019	-.029		.004	-.112	-.076	-.192
	X4_26	-.126	-.145	.004		-.101	-.239	.083
	X4_28	-.154	-.026	-.112	-.101		.041	-.068
	X4_29	-.067	-.113	-.076	-.239	.041		-.072
	X4_30	-.135	-.130	-.192	.083	-.068	-.072	

Extraction Method: Principal Component Analysis.

a. Reproduced communalities

b. Residuals are computed between observed and reproduced correlations. There are 16 (76.0%) nonredundant residuals with absolute values greater than 0.05.

Lampiran 7

Reliability

Scale : All Variabels

Variabel Kompensasi (X_1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.871	7

Item Statistics

	Mean	Std. Deviation	N
X1_01	3.03	.850	30
X1_02	2.97	.850	30
X1_03	3.30	.596	30
X1_04	3.43	.568	30
X1_05	2.97	.809	30
X1_06	3.53	.681	30
X1_07	2.77	.728	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1_01	18.97	9.826	.815	.828
X1_02	19.03	9.895	.800	.830
X1_03	18.70	11.321	.803	.838
X1_04	18.57	12.737	.453	.875
X1_05	19.03	10.654	.680	.849
X1_06	18.47	12.326	.440	.878
X1_07	19.23	11.495	.582	.862

Lampiran 8

Reliability

Scale : All Variabels

Variabel Pengembangan Karir (X₂)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.869	7

Item Statistics

	Mean	Std. Deviation	N
X2_09	3.90	.403	30
X2_10	3.83	.461	30
X2_11	3.73	.521	30
X2_12	3.80	.407	30
X2_13	3.73	.521	30
X2_14	3.80	.407	30
X2_15	3.90	.305	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2_09	22.80	3.683	.911	.816
X2_10	22.87	3.775	.706	.841
X2_11	22.97	3.689	.646	.852
X2_12	22.90	4.300	.466	.872
X2_13	22.97	3.757	.606	.858
X2_14	22.90	4.231	.511	.867
X2_15	22.80	4.166	.797	.840

Lampiran 9

Reliability

Scale : All Variabels

Variabel Motivasi (Y_1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.710	4

Item Statistics

	Mean	Std. Deviation	N
X3_16	3.43	.568	30
X3_17	3.63	.490	30
X3_18	3.00	.743	30
X3_21	3.53	.507	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3_16	10.17	1.592	.713	.511
X3_17	9.97	1.895	.594	.604
X3_18	10.60	1.697	.356	.774
X3_21	10.07	2.064	.423	.690

Lampiran 10

Reliability

Scale : All Variabels

Variabel Kepuasan Kerja (Y₂)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.814	7

Item Statistics

	Mean	Std. Deviation	N
X4_22	3.80	.407	30
X4_23	3.80	.484	30
X4_24	3.80	.484	30
X4_26	3.63	.669	30
X4_28	3.80	.484	30
X4_29	3.60	.621	30
X4_30	3.73	.583	30

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X4_22	22.37	5.757	.431	.809
X4_23	22.37	5.275	.564	.789
X4_24	22.37	4.999	.707	.766
X4_26	22.53	4.878	.487	.808
X4_28	22.37	4.999	.707	.766
X4_29	22.57	4.806	.577	.786
X4_30	22.43	5.151	.481	.803

Lampiran 11

Analisis Regresi Dengan Variabel *Moderating*

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Pengembangan Karir, Kompensasi ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.293 ^a	.086	.062	.348

a. Predictors: (Constant), Pengembangan Karir, Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.878	2	.439	3.616	.032 ^a
	Residual	9.350	77	.121		
	Total	10.228	79			

a. Predictors: (Constant), Pengembangan Karir, Kompensasi

b. Dependent Variable: Motivasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.635	.658		4.006	.000
	Kompensasi	.197	.077	.279	2.540	.013
	Pengembangan Karir	.087	.165	.058	.525	.601

a. Dependent Variable: Motivasi

Lampiran 12

Analisis Regresi Dengan Variabel *Moderating*

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Motivasi, Pengembangan Karir, Kompensasi ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.633 ^a	.401	.377	.208

a. Predictors: (Constant), Motivasi, Pengembangan Karir, Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.193	3	.731	16.963	.000 ^a
	Residual	3.275	76	.043		
	Total	5.468	79			

a. Predictors: (Constant), Motivasi, Pengembangan Karir, Kompensasi

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.976	.431		2.267	.026
	Kompensasi	.107	.048	.208	2.227	.029
	Pengembangan Karir	.618	.099	.562	6.261	.000
	Motivasi	.027	.068	.037	.399	.691

a. Dependent Variable: Kepuasan Kerja