

LAMPIRAN
LAMPIRAN 1 KUESIONER

KUESIONER PENELITIAN
PENGARUH KOMPENSASI FINANSIAL, KEMAMPUAN KERJA DAN
MOTIVASI INTRINSIK TERHADAP KINERJA KARYAWAN PT.
SENDIKA PERKASA MEGAUTAMA

Responden Yang Terhormat,

Dalam rangka penyusunan tugas akhir yang menjadi salah satu syarat untuk menyelesaikan program sarjana (S1) pada Fakultas Ekonomi Universitas Nasional, maka saya mohon kesediaan karyawan PT. Sendika Perkasa Megautama untuk menjawab beberapa pertanyaan pada kuesioner berikut ini.

Kuesioner ini bertujuan untuk mendapatkan informasi mengenai Analisis Faktor-Faktor Yang Mempengaruhi kinerja karyawan PT. Sendika Perkasa Megautama. Jawaban saudara akan saya jaga kerahasiaanya sesuai kode etik penelitian.

Saya ucapkan terimakasih atas kesediaan saudara dalam meluangkan waktu untuk mengisi kuesioner ini.



Hormat Saya

Febi Lestari

I. IDENTITAS RESPONDEN

Nama :

Jenis kelamin :

- Laki-laki
- Wanita

Usia :

- 18-24 Th
- 25-30 Th
- 31-35 Th
- >35 Th

Pendidikan terakhir;

- SMA/SMK
- D2/D3
- D4/S1/S2/S3

Masa kerja;

- <5 tahun
- 5-10 tahun
- 11-15 tahun
- >15 tahun

Penghasilan

- Rp4.000.000 – Rp5.000.000
- Rp5.100.000 – Rp6.000.000
- > Rp6.000.000

II. PETUNJUK PENGISIAN

1. Isilah kolom identitas yang telah disediakan sesuai dengan identitas dari karyawan PT. Sendika Perkasa Megautama
2. Pilihlah salah satu jawaban yang sesuai dengan pendapat karyawan PT. Sendika Perkasa Megautama
3. Setiap Pernyataan hanya membutuhkan satu jawaban saja.
4. Mohon memberikan jawaban yang sebenar-benarnya.

Skala penilaian memiliki makna sebagai berikut:

1= Sangat Tidak Setuju (STS)

2= Tidak Setuju (TS)

3= Ragu-Ragu (RR)

4= Setuju (S)

5= Sangat Setuju (SS)

KOMPENSASI FINANSIAL (X1)

| NO | PERTANYAAN | SS | S | N | TS | STS |
|------------------|---|----|---|---|----|-----|
| Gaji | | | | | | |
| 1. | Saya merasa, bahwa gaji yang diterima sesuai harapan | | | | | |
| 2. | Saya merasa, gaji yang diterima telah mampu memenuhi kebutuhan sehari-hari karyawan | | | | | |
| Upah | | | | | | |
| 3. | Saya merasa, bahwa pemberian upah sesuai dengan jam kerja | | | | | |
| 4. | Saya merasa, bahwa pemberian upah menggunakan prosedur pembayaran upah yang baik | | | | | |
| Insentif | | | | | | |
| 5. | Saya merasa, bahwa perusahaan memberikan insentif berdasarkan kinerja karyawan | | | | | |
| 6. | Saya merasa, Perusahaan tempat saya bekerja telah memberikan insentif secara adil kepada karyawan | | | | | |
| Tunjangan | | | | | | |
| 7. | Saya merasa, bahwa tunjangan yang diberikan sesuai dengan peranan/posisi saya dipusahaan. | | | | | |
| 8. | Saya merasa, Adanya asuransi kesehatan bagi karyawan dapat membantu saya untuk kesejahteraan keluarga | | | | | |

KEMAMPUAN KERJA (X2)

| NO | PERTANYAAN | SS | S | N | TS | STS |
|------------------------------|---|----|---|---|----|-----|
| Kemampuan Intelektual | | | | | | |
| 1. | Saya optimis dengan pengalaman yang saya miliki dapat menjalankan pekerjaan dengan baik | | | | | |
| 2. | Saya bekerja dengan baik dengan rekan kerja dalam menyelesaikan pekerjaan bersama | | | | | |
| Kemampuan Fisik | | | | | | |

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|----------------------------|---|--|--|--|--|--|
| 3. | Saya mampu menjalankan tugas yang diberikan oleh perusahaan secara maksimal | | | | | |
| 4. | Saya mampu menyelesaikan pekerjaan dengan cepat | | | | | |
| Kemampuan Emosional | | | | | | |
| 5. | Saya dapat melakukan hal-hal baru yang dapat membantu dalam pekerjaan | | | | | |
| 6. | Saya cepat beradaptasi dan berinteraksi dengan lingkungan kerja | | | | | |

MOTIVASI INTRINSIK (X3)

| NO | PERTANYAAN | SS | S | N | TS | STS |
|--------------------------|---|----|---|---|----|-----|
| Prestasi | | | | | | |
| 1. | Saya ingin memiliki prestasi baik dalam pekerjaan saya | | | | | |
| 2. | Saya bekerja secara maksimal untuk memperoleh prestasi kerja yang baik | | | | | |
| Penghargaan | | | | | | |
| 3. | Penghargaan atau reward yang diberikan perusahaan memotivasi saya untuk bekerja dengan semangat | | | | | |
| 4. | Perusahaan memberikan reward atau penghargaan apabila saya bekerja dengan baik dan melebihi target yang ditetapkan perusahaan | | | | | |
| Tanggung Jawab | | | | | | |
| 5. | Saya merasa bersemangat dalam bekerja apabila tidak selalu diawasi atasan | | | | | |
| 6. | Perusahaan memberikan keleluasaan saya dalam bekerja dengan tidak selalu diawasi dengan supervisor | | | | | |
| Pengembangan Diri | | | | | | |
| 7. | Potensi pengembangan diri yang menarik dalam pekerjaan saya adalah hal yang memotivasi saya dalam bekerja | | | | | |
| 8. | Bekerja diperusahaan ini membuat kemampuan dan keterampilan saya berkembang | | | | | |

KINERJA KARYAWAN (Y)

| NO | PERTANYAAN | SS | S | N | TS | STS |
|------------------------------|------------|----|---|---|----|-----|
| Kuantitas Hasil Kerja | | | | | | |

| | | | | | | |
|-----------------------------|---|--|--|--|--|--|
| 1. | Saya dapat mempergunakan waktu semaksimal mungkin dalam bekerja | | | | | |
| 2. | Saya berusaha bekerja untuk memenuhi target yang ditetapkan perusahaan | | | | | |
| Kualitas Hasil Kerja | | | | | | |
| 3. | Saya menyelesaikan pekerjaan yang dibebankan sesuai dengan standar kualitas yang telah diatur perusahaan. | | | | | |
| 4. | Saya mampu meminimalkan kesalahan dalam bekerja | | | | | |
| Efisiensi | | | | | | |
| 5. | Saya memulai pekerjaan, istirahat (break), dan pulang (selesai) pada waktu (jadwal) yang telah ditentukan oleh perusahaan | | | | | |
| 6. | Saya mampu melakukan pekerjaan sesuai waktu yang sudah ditentukan | | | | | |
| Disiplin Kerja | | | | | | |
| 7. | Saya selalu patuh pada tata tertib dan aturan yang telah ditetapkan oleh perusahaan | | | | | |
| 8. | Saya selalu mengenakan pakaian kerja atau seragam yang telah ditetapkan perusahaan | | | | | |
| Inisiatif Kemampuan | | | | | | |
| 9. | Saya memiliki inisiatif yang berguna untuk membantu penyelesaian pekerjaan yang lebih baik | | | | | |
| 10. | Saya menunjukkan kesediaan melakukan pekerjaan tanpa diperintah oleh atasan | | | | | |

LAMPIRAN 2 DATA RESPONDEN

| Nama | Jenis Kelamin | Usia | Pendidikan Terakhir | Masa Kerja | Penghasilan |
|-----------------------|---------------|----------|---------------------|------------|---------------------------|
| DIVA LIS SETYANINGSIH | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Marwati | Wanita | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Lusi | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| FATIMAH EVI MELIANA | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Ferdi | Laki-laki | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Okta Rahmayanti | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Yuliana Setyani | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Eni putri yunita | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Tuti maryati | Wanita | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| siti nurhayati | Wanita | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Oktafiah | Wanita | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Ayu Nadia | Wanita | 18-24 Th | D2/D3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Merty january | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Merty january | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| TEGUH PRIBADI | Laki-laki | 18-24 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Hermaini | Laki-laki | > 35 Th | D2/D3 | 5-10 Tahun | > Rp6.000.000 |
| Latifah | Wanita | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Darminto | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Gunawan | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |

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|-----------------------|-----------|-------------|---------|----------------|------------------------------|
| Bayu anggara | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Danang Apriyanto | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Meizar Amaliano | Laki-laki | > 35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Arman ridho wijaya | Laki-laki | 18-24 Th | SMA/SMK | >15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Danang | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Danang | Laki-laki | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Siti bariroh | Wanita | > 35 Th | SMA/SMK | 11-15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Rusli | Laki-laki | > 35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Hery | Laki-laki | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Karmila | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Rizky Amalia | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Santi | Wanita | 31-35 Th | SMA/SMK | < 5 Tahun | Rp5.100.000 – Rp6.000.000 |
| Solihin | Laki-laki | > 35 Th | SMA/SMK | >15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Efendi | Laki-laki | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Lia Susanti | Wanita | > 35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Muchtar | Laki-laki | > 35 Th | SMA/SMK | 11-15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Siti badria | Wanita | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Taufik kurahman | Laki-laki | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| M. Syafei. | Laki-laki | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| David Rahmatdin | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Agus suginto | Laki-laki | 31-35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |

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|------------------------|-----------|-------------|-------------|----------------|------------------------------|
| Deny arfiyani | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Widia | Wanita | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp5.100.000 – Rp6.000.000 |
| Mahmud | Laki-laki | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Dian | Wanita | 18-24 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Rini kriswiati | Wanita | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Tisya Kartika Rahma | Wanita | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| lidy bunga mega | Wanita | 18-24 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Devi Ayu Natalia | Wanita | 31-35 Th | SMA/SMK | 11-15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Heny | Wanita | > 35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| AGENG CEPI | Laki-laki | 31-35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Danang a | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Yuliyanti | Wanita | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Danang | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Kiki hendriyana | Laki-laki | 31-35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Meizar | Laki-laki | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Putri | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Dede Febriana | Laki-laki | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Bima aditya triandi | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Wisit bahagia | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Sindi | Wanita | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Chandra Astriana | Wanita | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |

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|-------------------|-----------|----------|-------------|-------------|---------------------------|
| Achmad Fauzi | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp5.100.000 – Rp6.000.000 |
| Sujatmiko | Laki-laki | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Mohammad rizarul | Laki-laki | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Nashir | Laki-laki | 31-35 Th | D4/S1/S2/S3 | >15 Tahun | > Rp6.000.000 |
| Ayatullah Arsy | Laki-laki | 25-30 Th | D4/S1/S2/S3 | < 5 Tahun | > Rp6.000.000 |
| Komariah | Wanita | > 35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Cuntoko | Laki-laki | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Zainul Arifin | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Putri | Wanita | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Syafei | Laki-laki | > 35 Th | SMA/SMK | 11-15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Zainul Supriyanto | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Arifin | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Putri Afsha | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Firmansyah | Laki-laki | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Alika suci | Wanita | > 35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Restu Adhitya | Laki-laki | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Arifin Darmian | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Via Afika | Wanita | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Adi Nugroho | Laki-laki | > 35 Th | SMA/SMK | 11-15 Tahun | Rp4.000.000 - Rp5.000.000 |
| Supriyanto | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Sandi | Laki-laki | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |

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|-----------------|-----------|----------|-------------|------------|---------------------------|
| Sintya Afsha | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Farhan | Laki-laki | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Sulistiya | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Mawar | Wanita | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| Susi | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Fatimah Azzahra | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Tio oktaviani | Laki-laki | 18-24 Th | D4/S1/S2/S3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Rahmayanti | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Yunita | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Eni putri | Wanita | 18-24 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Putri maryati | Wanita | 31-35 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| siti komariah | Wanita | 25-30 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |
| sahila | Wanita | 31-35 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Ayu Nadira | Wanita | 18-24 Th | D2/D3 | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Ela fatunisyah | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| Lulu pangestika | Wanita | 25-30 Th | SMA/SMK | < 5 Tahun | Rp4.000.000 - Rp5.000.000 |
| M. Wildan | Laki-laki | 18-24 Th | SMA/SMK | 5-10 Tahun | Rp4.000.000 - Rp5.000.000 |

LAMPIRAN 3 RESPON DARI RESPONDEN

| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----------------------------|---|---|---|---|---|
| X 1 1 | X 1 2 | X 1 3 | X 1 4 | X 1 5 | X 1 6 | X 1 7 | X 1 8 | T C T A L X 1 | X 1 1 | X 1 2 | X 1 3 | X 1 4 | X 1 5 | X 1 6 | T C T A L X 2 | X 2 1 | X 2 2 | X 2 3 | X 2 4 | X 2 5 | X 2 6 | X 2 7 | X 2 8 | T C T A L X 3 | Y 3 1 | Y 3 2 | Y 3 3 | Y 3 4 | Y 3 5 | Y 3 6 | Y 3 7 | Y 3 8 | Y 3 9 | Y 3 0 | T C T A L Y | | | | | |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 3 | 4 | 4 | 4 | 4 | 4 | 4 | 2 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 0 | 5 | 5 | 5 | 5 | 5 | 5 | 3 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 0 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 0 | 5 | 5 | 5 | 5 | 5 | 4 | 2 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 0 | 5 | 5 | 5 | 5 | 5 | 5 | 3 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 0 |
| 3 | 3 | 1 | 3 | 3 | 1 | 1 | 3 | 1 8 | 4 | 4 | 4 | 4 | 4 | 4 | 2 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 0 | 5 | 5 | 5 | 5 | 5 | 5 | 3 0 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 3 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 8 | |
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| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 0 | 5 |
| 3 | 3 | 1 | 3 | 3 | 1 | 1 | 3 | 1 | 8 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 0 | 5 | 5 | 5 | 5 | 5 | 1 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 8 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 0 | 4 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 0 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 0 | 5 |
| 1 | 2 | 4 | 3 | 3 | 2 | 5 | 3 | 2 | 3 | 3 | 3 | 1 | 4 | 1 | 5 | 1 | 7 | 4 | 5 | 1 | 5 | 1 | 3 | 4 | 2 | 5 | 3 | 5 | 2 | 4 | 3 | 4 | 1 | 4 | 3 | 2 | 1 | 3 | | |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 9 | 5 | 5 | 5 | 1 | 5 | 5 | 3 | 3 | 2 | 5 | 2 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 0 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 0 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 2 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 0 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 8 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 0 | 3 | |

LAMPIRAN 4 HASIL OLAH DATA SPSS

UJI VALIDITAS

Statistics

| | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 |
|--------------------|---------|------|------|------|------|------|------|------|------|
| N | Valid | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 3,76 | 3,78 | 3,77 | 3,94 | 3,78 | 3,77 | 3,88 | 4,08 |
| Std. Error of Mean | | ,128 | ,117 | ,129 | ,120 | ,119 | ,128 | ,124 | ,117 |
| Median | | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 |

Statistics

| | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 |
|--------------------|---------|------|------|------|------|------|------|
| N | Valid | 100 | 100 | 100 | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4,13 | 4,05 | 4,07 | 4,07 | 4,01 | 4,09 |
| Std. Error of Mean | | ,111 | ,110 | ,117 | ,109 | ,118 | ,108 |
| Median | | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 |

Statistics

| | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 |
|--------------------|---------|------|------|------|------|------|------|--------|--------|
| N | Valid | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4,14 | 4,19 | 4,02 | 3,99 | 3,74 | 3,91 | 4,0000 | 3,9500 |
| Std. Error of Mean | | ,107 | ,106 | ,116 | ,116 | ,130 | ,114 | ,10731 | ,11492 |
| Median | | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,00 | 4,0000 | 4,0000 |

Inter-Item Correlation Matrix

| | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | KOMPENSASI FINANSIAL |
|-------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------------------------|
| X1.1 | 1,000 | ,869 | ,807 | ,894 | ,863 | ,898 | ,795 | ,829 | ,937 |
| X1.2 | ,869 | 1,000 | ,820 | ,829 | ,818 | ,852 | ,762 | ,863 | ,916 |
| X1.3 | ,807 | ,820 | 1,000 | ,871 | ,801 | ,846 | ,894 | ,832 | ,926 |
| X1.4 | ,894 | ,829 | ,871 | 1,000 | ,874 | ,883 | ,839 | ,848 | ,947 |
| X1.5 | ,863 | ,818 | ,801 | ,874 | 1,000 | ,886 | ,812 | ,778 | ,919 |
| X1.6 | ,898 | ,852 | ,846 | ,883 | ,886 | 1,000 | ,855 | ,830 | ,950 |
| X1.7 | ,795 | ,762 | ,894 | ,839 | ,812 | ,855 | 1,000 | ,849 | ,917 |
| X1.8 | ,829 | ,863 | ,832 | ,848 | ,778 | ,830 | ,849 | 1,000 | ,918 |
| KOMPENSASI FINANSIAL | ,937 | ,916 | ,926 | ,947 | ,919 | ,950 | ,917 | ,918 | 1,000 |

| | | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 |
|-----------------------|---------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N | Valid | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mean | | 4,1600 | 3,9900 | 3,9700 | 3,9800 | 3,9500 | 4,0000 | 4,0300 | 4,0400 | 4,0500 | 3,9700 |
| Std. Error of Mean | | ,11166 | ,11503 | ,11499 | ,10823 | ,12175 | ,10541 | ,12182 | ,11364 | ,11492 | ,11322 |
| Median | | 4,0000 | 4,0000 | 4,0000 | 4,0000 | 4,0000 | 4,0000 | 4,0000 | 4,0000 | 4,0000 | 4,0000 |

UJI RELIABILITAS

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,803 | ,983 | 9 |

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| ,820 | ,982 | 7 |

Inter-Item Correlation Matrix

| | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | KEMAMPUAN KERJA |
|-----------------|-------|-------|-------|-------|-------|-------|-----------------|
| X2.1 | 1,000 | ,886 | ,918 | ,885 | ,892 | ,866 | ,964 |
| X2.2 | ,886 | 1,000 | ,861 | ,815 | ,825 | ,813 | ,919 |
| X2.3 | ,918 | ,861 | 1,000 | ,885 | ,936 | ,837 | ,963 |
| X2.4 | ,885 | ,815 | ,885 | 1,000 | ,849 | ,898 | ,942 |
| X2.5 | ,892 | ,825 | ,936 | ,849 | 1,000 | ,802 | ,941 |
| X2.6 | ,866 | ,813 | ,837 | ,898 | ,802 | 1,000 | ,921 |
| KEMAMPUAN KERJA | ,964 | ,919 | ,963 | ,942 | ,941 | ,921 | 1,000 |

Reliability Statistics



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