

## LAMPIRAN

### Lampiran 1 KUESIONER PENELITIAN

#### A. IDENTITAS RESPONDEN

Nama : .....

Usia : ..... tahun

Jenis Kelamin :  Laki-Laki                       Perempuan

Lama Bekerja :  1-3 thn                       4-6 thn  
 7-9 thn                                       >10 thn

#### B. PETUNJUK PENGISIAN

Petunjuk : Berilah tanda (  ) untuk memberikan pendapat atas pernyataan berikut.

- Petunjuk Pengisian Quisioner

SS : Sangat Setuju (5)

S : Setuju (4)

KS : Kurang Setuju (3)

TS : Tidak Setuju (2)

STS : Sangat Tidak Setuju (1)

Kompensasi ( $X_1$ )

No.	Pertanyaan	JAWABAN				
		STS	TS	KS	S	SS
<b>Indikator Gaji (<math>X_{1,1}</math>)</b>						
1.	Gaji secara keseluruhan sesuai dengan usaha yang dikeluarkan					
2.	Gaji karyawan yang diterima dapat memenuhi kebutuhan sehari-hari					
<b>Indikator Insentif (<math>X_{1,2}</math>)</b>						
3.	Karyawan mendapatkan Insentif yang sesuai dengan target yang telah dicapai					
4.	Saya mendapatkan bonus tahunan apabila kinerja saya baik					
<b>Indikator Tunjangan (<math>X_{1,2}</math>)</b>						
5.	Saya mendapatkan pertanggung jawaban kesehatan dari perusahaan					
6.	Karyawan mendapatkan Tunjangan Hari Raya					

Motivasi ( $X_2$ )

No.	Pertanyaan	JAWABAN				
		STS	TS	KS	S	SS
<b>Indikator Kebutuhan Fisik (<math>X_{2,1}</math>)</b>						
1.	Perusahaan memberikan fasilitas yang sesuai dengan kebutuhan pekerjaan yang di butuhkan					
2.	Kondisi kebersihan diruangan membuat nyaman kerja					
<b>Indikator Kebutuhan Rasa Aman dan Keselamatan (<math>X_{2,2}</math>)</b>						
3.	Adanya perhatian perusahaan terhadap jaminan sosial karyawan (yang berupa jaminan kesehatan)					
4.	Adanya perhatian perusahaan terhadap keselamatan kerja karyawan					
<b>Indikator Kebutuhan Sosial (<math>X_{2,3}</math>)</b>						
5.	Adanya hubungan yang baik interpersonal kerja dengan atasan					
6.	Adanya hubungan yang baik interpersonal kerja dengan rekan sejawat					
<b>Indikator Kebutuhan Akan Perwujudan Diri (<math>X_{2,4}</math>)</b>						
7.	Perusahaan memberikan kesempatan untuk berinovasi dan berkreaitifitas dalam melaksanakan pekerjaan					
8.	Perusahaan memberikan training untuk meningkatkan kemampuan karyawan					

Kepuasan Kerja ( $X_3$ )

No.	Pertanyaan	JAWABAN				
		STS	TS	KS	S	SS
<b>Indikator Promosi (<math>X_{3,1}</math>)</b>						
1.	Adanya promosi jabatan yang telah diberikan perusahaan kepada karyawan					
<b>Indikator Pengawas (<math>X_{3,2}</math>)</b>						
2.	Anda akan lebih giat dalam bekerja bila anda sedang diawasi oleh pemimpin					
3.	Saya selalu diberi kebebasan oleh atasan dalam mengerjakan pekerjaan saya					
<b>Indikator Rekan Kerja (<math>X_{3,3}</math>)</b>						
4.	Hubungan dengan rekan sekerja berjalan dengan baik					
5.	Rekan kerja bersedia dalam membantu					

	mengatasi kesulitan sesamanya					
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## Kinerja Karyawan (Y)

No.	Pertanyaan	JAWABAN				
		STS	TS	KS	S	SS
<b>Indikator Kualitas (Y<sub>1</sub>)</b>						
1.	Saya mengikuti training yang diberikan perusahaan					
2.	Saya mengerjakan pekerjaan dengan baik					
<b>Indikator Ketetapan (Y<sub>2</sub>)</b>						
3.	Saya datang kerja tepat waktu					
4.	Saya mampu mengkoordinasikan pekerjaannya dengan karyawan lain					
<b>Indikator Efektivitas (Y<sub>3</sub>)</b>						
5.	Saya tidak menunda pekerjaan					
6.	Saya mendapatkan pertanggung jawaban kesehatan dari perusahaan					
<b>Indikator Kemandirian (Y<sub>4</sub>)</b>						
7.	Saya mengerjakan pekerjaannya dengan teliti					
8.	Saya memiliki inisiatif bekerja secara mandiri					
<b>Indikator Komitmen (Y<sub>5</sub>)</b>						
9.	Saya menjaga sarana dan prasarana penunjang pekerjaannya					
10.	Saya bertanggung jawab atas pekerjaannya					



### LAMPIRAN 3 KARAKTERISTIK RESPONDEN

#### A. Jenis Kelamin

jenis kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	27	50.0	50.0	50.0
	2	27	50.0	50.0	100.0
	Total	54	100.0	100.0	

#### B. Usia

Usia					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	14	25.9	25.9	25.9
	2	20	37.0	37.0	63.0
	3	12	22.2	22.2	85.2
	4	8	14.8	14.8	100.0
	Total	54	100.0	100.0	

#### C. Lama Bekerja

lama bekerja					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	18.5	18.5	18.5
	2	23	42.6	42.6	61.1
	3	14	25.9	25.9	87.0
	4	7	13.0	13.0	100.0
	Total	54	100.0	100.0	

**LAMPIRAN 4 ANALISIS DESKRIPTIF****A. Kompensasi**

<b>Descriptive Statistics</b>					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	54	3	5	4.20	.595
X1.2	54	3	5	3.96	.643
X1.3	54	3	5	3.91	.652
X1.4	54	3	5	3.94	.712
X1.5	54	3	5	3.87	.646
X1.6	54	3	5	4.09	.680
Valid N (listwise)	54				

**B. Motivasi**

<b>Descriptive Statistics</b>					
	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	54	3	5	4.07	.749
X2.2	54	3	5	4.09	.591
X2.3	54	3	5	4.02	.714
X2.4	54	3	5	3.89	.634
X2.5	54	3	5	3.85	.763
X2.6	54	3	5	4.11	.604
X2.7	54	3	5	3.93	.797
X2.8	54	3	5	4.09	.680
Valid N (listwise)	54				

**C. Kepuasan Kerja**

<b>Descriptive Statistics</b>					
	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	54	3	5	4.07	.610
X3.2	54	2	5	3.83	.746
X3.3	54	2	5	3.94	.596
X3.4	54	3	5	3.96	.699
X3.5	54	1	5	2.72	.899
Valid N (listwise)	54				

#### D. Kinerja Karyawan

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y1.1	54	3	5	4.15	.627
Y1.2	54	3	5	4.13	.674
Y1.3	54	3	5	4.11	.572
Y1.4	54	3	5	4.06	.627
Y1.5	54	3	5	4.11	.634
Y1.6	54	3	5	3.93	.723
Y1.7	54	2	5	4.04	.699
Y1.8	54	3	5	3.94	.596
Y1.9	54	2	5	3.94	.596
Y.10	54	3	5	3.96	.699
Valid N (listwise)	54				

## LAMPIRAN 5 UJI VALIDITAS

### A. Kompensasi

Correlations								
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	kompensasi
X1.1	Pearson Correlation	1	.267	.633**	.250	.512**	.652**	.736**
	Sig. (2-tailed)		.051	.000	.068	.000	.000	.000
	N	54	54	54	54	54	54	54
X1.2	Pearson Correlation	.267	1	.397**	.573**	.533**	.439**	.729**
	Sig. (2-tailed)	.051		.003	.000	.000	.001	.000
	N	54	54	54	54	54	54	54
X1.3	Pearson Correlation	.633**	.397**	1	.395**	.509**	.445**	.758**
	Sig. (2-tailed)	.000	.003		.003	.000	.001	.000
	N	54	54	54	54	54	54	54
X1.4	Pearson Correlation	.250	.573**	.395**	1	.436**	.440**	.713**
	Sig. (2-tailed)	.068	.000	.003		.001	.001	.000
	N	54	54	54	54	54	54	54
X1.5	Pearson Correlation	.512**	.533**	.509**	.436**	1	.328*	.745**
	Sig. (2-tailed)	.000	.000	.000	.001		.015	.000
	N	54	54	54	54	54	54	54
X1.6	Pearson Correlation	.652**	.439**	.445**	.440**	.328*	1	.747**
	Sig. (2-tailed)	.000	.001	.001	.001	.015		.000
	N	54	54	54	54	54	54	54
Kompensasi	Pearson Correlation	.736**	.729**	.758**	.713**	.745**	.747**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54
**. Correlation is significant at the 0.01 level (2-tailed).								
*. Correlation is significant at the 0.05 level (2-tailed).								



## B. Motivasi

Correlations										
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	motivasi
X2.1	Pearson Correlation	1	.368**	.421*	.733*	.515*	.357*	.831*	.431**	.797**
	Sig. (2-tailed)		.006	.002	.000	.000	.008	.000	.001	.000
	N	54	54	54	54	54	54	54	54	54
X2.2	Pearson Correlation	.368**	1	.577*	.330*	.617*	.499*	.375*	.494**	.700**
	Sig. (2-tailed)	.006		.000	.015	.000	.000	.005	.000	.000
	N	54	54	54	54	54	54	54	54	54
X2.3	Pearson Correlation	.421**	.577**	1	.255	.629*	.652*	.400*	.579**	.754**
	Sig. (2-tailed)	.002	.000		.063	.000	.000	.003	.000	.000
	N	54	54	54	54	54	54	54	54	54
X2.4	Pearson Correlation	.733**	.330*	.255	1	.472*	.328*	.655*	.505**	.721**
	Sig. (2-tailed)	.000	.015	.063		.000	.015	.000	.000	.000
	N	54	54	54	54	54	54	54	54	54
X2.5	Pearson Correlation	.515**	.617**	.629*	.472*	1	.528*	.447*	.682**	.822**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.001	.000	.000
	N	54	54	54	54	54	54	54	54	54
X2.6	Pearson Correlation	.357**	.499**	.652*	.328*	.528*	1	.213	.571**	.677**
	Sig. (2-tailed)	.008	.000	.000	.015	.000		.121	.000	.000
	N	54	54	54	54	54	54	54	54	54
X2.7	Pearson Correlation	.831**	.375**	.400*	.655*	.447*	.213	1	.291*	.728**
	Sig. (2-tailed)	.000	.005	.003	.000	.001	.121		.033	.000
	N	54	54	54	54	54	54	54	54	54
X2.8	Pearson Correlation	.431**	.494**	.579*	.505*	.682*	.571*	.291*	1	.756**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.033		.000
	N	54	54	54	54	54	54	54	54	54
Motivasi	Pearson Correlation	.797**	.700**	.754*	.721*	.822*	.677*	.728*	.756**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54	54	54

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

### C. Kepuasan Kerja

Correlations							
		X3.1	X3.2	X3.3	X3.4	X3.5	kepuasan kerja
X3.1	Pearson Correlation	1	.442**	.323*	.803**	.107	.758**
	Sig. (2-tailed)		.001	.017	.000	.441	.000
	N	54	54	54	54	54	54
X3.2	Pearson Correlation	.442**	1	.403**	.386**	.183	.716**
	Sig. (2-tailed)	.001		.003	.004	.186	.000
	N	54	54	54	54	54	54
X3.3	Pearson Correlation	.323*	.403**	1	.402**	.006	.585**
	Sig. (2-tailed)	.017	.003		.003	.966	.000
	N	54	54	54	54	54	54
X3.4	Pearson Correlation	.803**	.386**	.402**	1	.163	.789**
	Sig. (2-tailed)	.000	.004	.003		.238	.000
	N	54	54	54	54	54	54
X3.5	Pearson Correlation	.107	.183	.006	.163	1	.516**
	Sig. (2-tailed)	.441	.186	.966	.238		.000
	N	54	54	54	54	54	54
kepuasan kerja	Pearson Correlation	.758**	.716**	.585**	.789**	.516**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54
**. Correlation is significant at the 0.01 level (2-tailed).							
*. Correlation is significant at the 0.05 level (2-tailed).							

### D. Kinerja Karyawan

Correlations												
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8	Y1.9	Y1.10	kinerja karyawan
Y1.1	Pearson Correlation	1	.356**	.322*	.699**	.812**	.524**	.461**	.427**	.427**	.443**	.746**
	Sig. (2-tailed)		.008	.018	.000	.000	.000	.000	.001	.001	.001	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.2	Pearson Correlation	.356**	1	.402**	.250	.451**	.368**	.430**	.535**	.535**	.491**	.660**
	Sig. (2-tailed)	.008		.003	.068	.001	.006	.001	.000	.000	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.3	Pearson Correlation	.322*	.402**	1	.456**	.329*	.340*	.367**	.406**	.461**	.435**	.606**
	Sig. (2-tailed)	.018	.003		.001	.015	.012	.006	.002	.000	.001	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.4	Pearson Correlation	.699**	.250	.456**	1	.648**	.634**	.555**	.513**	.513**	.478**	.783**
	Sig. (2-tailed)	.000	.068	.001		.000	.000	.000	.000	.000	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.5	Pearson Correlation	.812**	.451**	.329*	.648**	1	.594**	.501**	.565**	.466**	.435**	.792**
	Sig. (2-tailed)	.000	.001	.015	.000		.000	.000	.000	.000	.001	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.6	Pearson Correlation	.524**	.368**	.340*	.634**	.594**	1	.528**	.559**	.559**	.405**	.760**
	Sig. (2-tailed)	.000	.006	.012	.000	.000		.000	.000	.000	.002	.000

	N	54	54	54	54	54	54	54	54	54	54	54
Y1.7	Pearson Correlation	.461**	.430**	.367**	.555**	.501**	.528**	1	.458**	.593**	.543**	.750**
	Sig. (2-tailed)	.000	.001	.006	.000	.000	.000		.001	.000	.000	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.8	Pearson Correlation	.427**	.535**	.406**	.513**	.565**	.559**	.458**	1	.735**	.402**	.758**
	Sig. (2-tailed)	.001	.000	.002	.000	.000	.000	.001		.000	.003	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y1.9	Pearson Correlation	.427**	.535**	.461**	.513**	.466**	.559**	.593**	.735**	1	.402**	.771**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000		.003	.000
	N	54	54	54	54	54	54	54	54	54	54	54
Y.10	Pearson Correlation	.443**	.491**	.435**	.478**	.435**	.405**	.543**	.402**	.402**	1	.695**
	Sig. (2-tailed)	.001	.000	.001	.000	.001	.002	.000	.003	.003		.000
	N	54	54	54	54	54	54	54	54	54	54	54
kinerja karyawan	Pearson Correlation	.746**	.660**	.606**	.783**	.792**	.760**	.750**	.758**	.771**	.695**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	54	54	54	54	54	54	54	54	54	54	54
**. Correlation is significant at the 0.01 level (2-tailed).												
*. Correlation is significant at the 0.05 level (2-tailed).												

## LAMPIRAN 6 UJI RELIABILITAS

### A. Kompensasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.831	6

### B. Motivasi

Reliability Statistics	
Cronbach's Alpha	N of Items
.885	8

### C. Kepuasan Kerja

Reliability Statistics	
Cronbach's Alpha	N of Items
.671	5

### D. Kinerja Karyawan

Reliability Statistics	
Cronbach's Alpha	N of Items
.903	10

## LAMPIRAN 7 UJI NORMALITAS

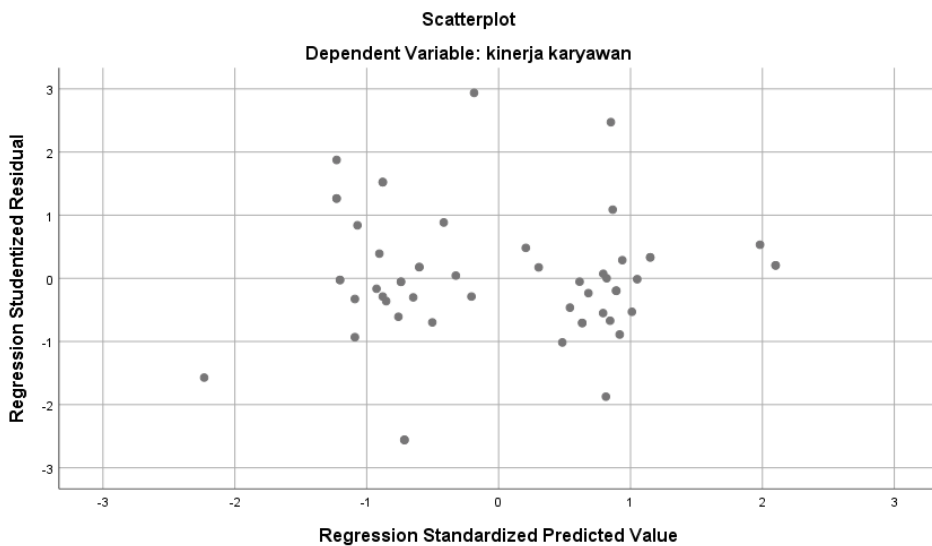
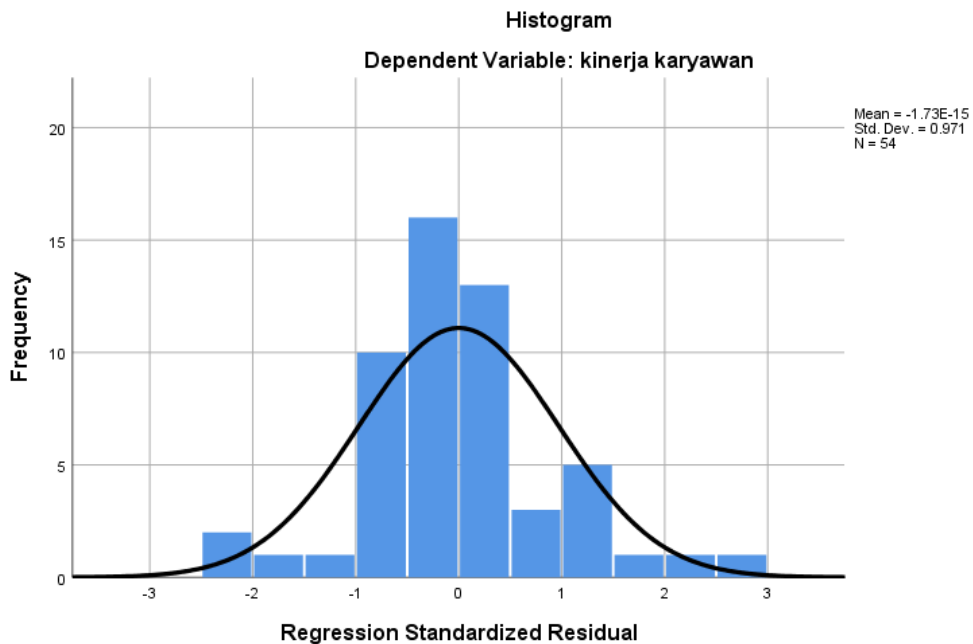
One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		54
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.64251273
Most Extreme Differences	Absolute	.130
	Positive	.130
	Negative	-.107
Test Statistic		.130
Asymp. Sig. (2-tailed)		.023 <sup>c</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

## 8. UJI MULTIKOLINIERITAS

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.747	2.026		1.356	.181		
	kompensasi	.614	.175	.376	3.498	.001	.209	4.787
	motivasi	.411	.138	.360	2.982	.004	.166	6.017
	kepuasan kerja	.525	.166	.263	3.166	.003	.351	2.845

a. Dependent Variable: kinerja karyawan

## 9. UJI HETEROSKEDASTISITAS



### 10. UJI REGRESI LINIER BERGANDA

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.747	2.026		1.356	.181
	kompensasi	.614	.175	.376	3.498	.001
	motivasi	.411	.138	.360	2.982	.004
	kepuasan kerja	.525	.166	.263	3.166	.003

a. Dependent Variable: kinerja karyawan

### 11. UJI KOEFISIEN DETERMINASI (R<sup>2</sup>)

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.938 <sup>a</sup>	.879	.872	1.691

a. Predictors: (Constant), kepuasan kerja, kompensasi, motivasi  
b. Dependent Variable: kinerja karyawan

### 12. UJI t (Parsial)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.747	2.026		1.356	.181
	Kompensasi	.614	.175	.376	3.498	.001
	Motivasi	.411	.138	.360	2.982	.004
	kepuasan kerja	.525	.166	.263	3.166	.003


a. Dependent Variable: kinerja karyawan



**13. UJI f (Simultan)**

ANOVA <sup>a</sup>						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1039.607	3	346.536	121.178	.000 <sup>b</sup>
	Residual	142.986	50	2.860		
	Total	1182.593	53			
a. Dependent Variable: kinerja karyawan						
b. Predictors: (Constant), kepuasan kerja, kompensasi, motivasi						


Kartu Bimbingan Skripsi



**UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA**  
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SEMESTER  
~~Gesat~~ / Genap  
2021, 2022

**KARTU BIMBINGAN SKRIPSI**



Nama Mahasiswa / NBI : Andrian Rus Fernando 1211000055

Nama Pembimbing : Dra. Ec. Rahmawati, S.P., M.P.A.

Judul Skripsi : Pengaruh Kepengertian, Motivasi Kerja, dan Kepuasan Kerja Terhadap Kinerja Karyawan di PT Pusat Grosir Sidoarjo

Mulai Program Skripsi : Semester 8 Thn. Ak. 2018 Selesai Bimbingan Tanggal .....

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1.	21/maret	Arahan	Konsultasi abjekt dan masalah	<i>[Signature]</i>
2.	25/maret	Judul	ACC	<i>[Signature]</i>
3.	7/april	Arahan	Perihal Kuesioner dan lampiran	<i>[Signature]</i>
4.	8/april	Proposal	Revisi	<i>[Signature]</i>
5.	15/april	Proposal	ACC	<i>[Signature]</i>
6.	27/mei	Proposal	Revisi	<i>[Signature]</i>
7.	20/Juni	Proposal	Bab 4-5	<i>[Signature]</i>
8.	30/Juni	Proposal	ACC	<i>[Signature]</i>

Perpanjangan I \_\_\_\_\_

Semester : \_\_\_\_\_

Th. Ak. : \_\_\_\_\_

Paraf Kajar : \_\_\_\_\_

Surabaya, .....

*[Signature]*

( Nama dan tanda tangan Pembimbing )

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