

LAMPIRAN

LAMPIRAN I KUESIONER

KUESIONER PENELITIAN

I. Profil Responden

Berilah tanda checklist (✓) untuk setiap jawaban yang menurut anda paling sesuai dengan diri anda.

1. Nama :
2. Jenis Kelamin : Laki – laki Perempuan
3. Usia : ≤25 Tahun 26-30 Tahun
 30-35 Tahun 35- 40 Tahun
 ≥40 Tahun
4. Lama Bekerja : 1-5 Tahun 10-15 Tahun
 5-10 Tahun
 Lain-lain

II. Petunjuk Pengisian Kuesioner

Pilihlah salah satu jawaban yang menurut anda paling benar dengan memberikan tanda checklist (✓) pada salah satu kolom pilihan jawaban yang tersedia. Adapun keterangan dari pilihan jawaban adalah sebagai berikut:

III. Keterangan Jawaban

- | | | |
|------------|------------------------------|-------------------|
| SS | : Sangat setuju | = skor (5) |
| S | : Setuju | = skor (4) |
| N | : Netral | = skor (3) |
| TS | : Tidak setuju Setuju | = skor (2) |
| STS | : Sangat tidak setuju | = skor (1) |

Daftar Pertanyaan

No	KUESIONER KEPUASAN KERJA	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1.	Saya merasa puas karena, mendapatkan pekerjaan sesuai dengan harapan saya.					
2.	Saya menerima pembayaran gaji yang cukup dan sesuai berdasarkan tanggung jawab pekerjaan yang diberikan .					
3.	Perusahaan tempat saya bekerja memberikan peluang untuk promosi jabatan.					
4.	Pegawasan kerja sangat memberikan arahan yang baik/positif sehingga saya paham dalam melakukan pekerjaan dan memeberikan peluang untuk dipromosikan naik jabatan.					
5.	Saya merasa, karyawan disini dapat menjalin hubungan yang baik dengan sesama karyawan.					
6.	Saya berinteraksi dengan rekan kerja dapat memberikan dorongan keberhasilan terhadap pekerjaan saya.					

No	KUESIONER KOMITMEN ORGANISASI	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1.	Saya merasa bangga mendapatkan pekerjaan di perusahaan ini.					
2.	Saya sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang.					
3.	Saya berusaha untuk memberikan kontribusi yang baik bagi perusahaan.					
4.	Perusahaan ini sangat berjasa bagi saya					
5.	Saya merasa senang menghabiskan sisa karir di perusahaan ini.					

No	KUESIONER BUDAYA ORGANISASI	SS (5)	S (4)	N (3)	TS (2)	STS (1)
1.	Saya menaati peraturan – peraturan yang ada di perusahaan.					
2.	Saya penuh inisiatif dan tidak selalu bergantung pada petunjuk dari atasan.					
3.	Saya menghormati dan menghargai perbedaan pendapat dalam anggota					

4.	Saya selalu berusaha untuk bekerja dengan efektif dan efisien					
5.	Saya selalu berkoordinasi dengan anggota ketika melakukan tugas-tugas.					

No	KUESIONER KINERJA KARYAWAN	SS	S	N	TS	STS
		(5)	(4)	(3)	(2)	(1)
1.	Saya mampu menyelesaikan pekerjaan sebaik mungkin dengan kualitas yang ditentukan.					
2.	Saya mampu menyelesaikan pekerjaan dan tugas dari perusahaan dengan baik dan cermat.					
3.	Saya mampu mengerjakan pekerjaan sesuai dengan waktu yang ditentukan perusahaan.					
4.	Hasil kinerja saya terkadang melebihi target yang diberikan perusahaan.					
5.	Saya mampu menjalin hubungan baik dengan karyawan lain di tempat kerja saya.					

Lampiran 2

Data Tabulasi

Responden	X1 KEPUASAN KERJA						Total X1	X2 KOMITMEN ORGANISASI					Total X2
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6		X2.1	X2.2	X2.3	X2.4	X2.5	
1	4	4	5	5	4	5	27	4	4	3	5	5	21
2	4	4	3	5	4	5	25	4	4	3	5	3	19
3	5	5	5	4	5	3	27	5	4	4	5	4	22
4	4	4	5	5	3	5	26	4	4	4	5	5	22
5	4	4	4	5	4	5	26	5	3	4	5	4	21
6	5	4	4	4	5	5	27	4	4	4	4	4	20
7	4	4	4	5	4	4	25	4	3	4	3	4	18
8	5	4	5	5	5	5	29	5	5	5	5	5	25
9	5	4	4	5	5	5	28	4	4	5	4	5	22
10	5	5	5	5	5	5	30	5	5	5	5	5	25
11	5	4	4	4	5	5	27	5	4	3	3	3	18
12	5	4	3	3	4	5	24	5	4	3	3	3	18
13	5	5	4	4	5	4	27	5	5	4	5	4	23
14	5	5	5	4	5	5	29	4	4	4	4	5	21
15	5	4	5	4	5	4	27	5	4	4	3	5	21
16	5	4	5	3	5	3	25	4	5	3	4	5	21
17	5	4	5	3	1	4	22	5	5	4	5	5	24
18	5	4	4	5	4	4	26	5	4	4	5	3	21
19	5	4	4	4	4	5	26	5	4	4	4	4	21
20	5	4	3	4	4	5	25	5	4	4	3	4	20
21	5	4	5	4	5	4	27	3	4	4	4	4	19
22	5	4	4	5	4	3	25	5	4	3	4	4	20
23	5	4	4	4	5	4	26	5	4	4	4	5	22
24	4	4	5	3	4	4	24	4	3	4	3	5	19
25	4	4	4	4	4	3	23	3	3	3	2	2	13
26	4	4	4	4	4	3	23	3	3	3	3	2	14
27	3	3	2	2	4	4	18	3	3	2	2	4	14
28	3	2	2	2	1	2	12	3	3	4	4	5	19
29	4	4	1	4	4	4	21	5	3	4	4	3	19
30	2	3	1	1	4	4	15	3	2	4	3	2	14
31	3	4	3	4	4	4	22	5	4	4	3	3	19
32	4	4	3	4	4	4	23	4	4	5	4	4	21
33	5	4	4	4	4	5	26	4	4	4	4	4	20
34	4	4	3	4	4	3	22	4	4	5	4	4	21
35	4	4	4	5	4	3	24	4	4	5	4	3	20
36	5	4	4	4	4	3	24	3	4	4	4	4	19
37	4	4	3	4	4	4	23	5	4	4	4	4	21
38	4	5	4	4	4	4	25	5	4	4	4	4	21
39	4	4	5	4	4	4	25	4	5	3	4	4	20
40	4	3	3	4	5	4	23	3	4	4	4	5	20
41	3	3	4	4	4	3	21	4	3	3	2	4	16
42	2	3	3	3	2	3	16	4	4	3	2	2	15
43	3	3	2	3	3	3	17	5	5	5	5	4	24

44	4	4	3	3	3	3	20	3	4	3	3	4	17
45	3	3	3	3	3	3	18	4	3	4	3	3	17
46	4	4	4	4	3	4	23	3	4	5	5	5	22
47	3	4	4	4	4	4	23	4	4	4	4	4	20
48	4	3	3	4	4	3	21	3	3	4	4	5	19
49	3	4	4	4	4	4	23	4	4	3	4	4	19
50	4	4	4	4	4	4	24	3	4	3	4	3	17
51	4	4	4	3	3	3	21	4	3	4	4	4	19
52	3	3	3	3	3	3	18	4	3	3	4	3	17
53	4	4	5	4	4	5	26	5	4	5	4	4	22
54	4	4	4	5	5	4	26	4	5	4	4	4	21
55	4	4	3	4	5	5	25	4	5	4	5	4	22
56	4	4	4	4	4	4	24	4	4	4	4	4	20
57	3	4	3	3	4	3	20	3	4	4	4	4	19
58	3	3	2	3	3	3	17	4	4	3	4	3	18
59	4	4	4	3	4	3	22	4	4	4	4	4	20
60	3	3	4	4	4	4	22	4	3	4	4	4	19
61	4	4	4	4	4	4	24	3	4	3	4	4	18
62	3	4	4	3	3	4	21	3	4	4	4	4	19
63	3	3	4	4	4	4	22	4	4	3	4	4	19
64	4	4	3	4	4	3	22	4	4	4	4	4	20
65	4	5	4	5	5	5	28	4	4	4	4	5	21
66	3	5	4	4	4	4	24	3	3	3	3	2	14
67	3	4	5	4	4	4	24	4	4	4	4	4	20
68	3	4	5	4	4	4	24	5	4	5	4	5	23
69	3	4	4	4	4	4	23	4	4	4	4	4	20
70	3	4	5	4	5	4	25	4	4	3	4	4	19
71	4	4	4	4	4	4	24	4	4	5	4	4	21
72	4	5	4	4	5	4	26	4	4	4	4	4	20
73	4	4	4	4	4	4	24	4	4	4	5	5	22
74	3	4	4	4	4	4	23	4	5	4	5	5	23
75	4	4	4	4	5	4	25	4	4	4	4	4	20

Responden	X3 BUDAYA ORGANISASI						Total X3	Y KINERJA KARYAWAN					Total Y
	X3.1	X3.2	X3.3	X3.4	X3.5	Y1.1		Y1.2	Y1.3	Y1.4	Y1.5		
1	5	4	5	4	4	22	4	5	3	5	4	21	
2	5	4	5	4	4	22	4	5	3	3	4	19	
3	5	4	5	5	4	23	5	4	4	5	5	23	
4	4	3	4	4	4	19	4	5	4	5	3	21	
5	5	5	5	4	5	24	5	5	4	4	4	22	
6	5	3	3	5	4	20	4	4	4	4	5	21	
7	4	3	4	4	5	20	4	5	4	4	4	21	
8	5	4	4	5	5	23	5	5	5	5	5	25	
9	4	4	5	5	5	23	4	5	5	4	5	23	
10	4	4	5	5	4	22	5	5	5	5	5	25	
11	4	4	5	5	4	22	5	4	3	4	5	21	
12	5	5	4	5	4	23	5	3	3	3	4	18	
13	5	4	4	5	5	23	5	4	4	4	5	22	

14	5	5	4	5	4	23	4	4	4	5	5	22
15	4	3	5	5	3	20	5	4	4	5	5	23
16	5	4	2	5	5	21	4	3	3	5	5	20
17	5	5	4	5	5	24	5	3	4	5	1	18
18	5	4	4	5	5	23	5	5	4	4	4	22
19	5	4	4	5	4	22	5	4	4	4	4	21
20	5	4	4	5	5	23	5	4	4	3	4	20
21	5	4	4	5	4	22	3	4	4	5	5	21
22	5	4	3	5	4	21	5	5	3	4	4	21
23	5	4	3	5	4	21	5	4	4	4	5	22
24	5	4	4	4	4	21	4	3	4	5	4	20
25	4	3	5	4	3	19	3	4	3	4	4	18
26	3	3	4	4	3	17	3	4	3	4	4	18
27	3	2	4	3	2	14	3	2	2	2	4	13
28	3	3	4	3	5	18	3	2	4	2	1	12
29	4	2	4	4	4	18	5	4	4	1	4	18
30	3	4	3	2	2	14	3	1	4	1	4	13
31	3	4	4	3	4	18	5	4	4	3	4	20
32	4	4	5	4	4	21	4	4	5	3	4	20
33	5	4	5	5	4	23	4	4	4	4	4	20
34	5	4	3	4	4	20	4	4	5	3	4	20
35	5	4	4	4	4	21	4	5	5	4	4	22
36	5	4	4	5	5	23	3	4	4	4	4	19
37	4	4	4	4	3	19	5	4	4	3	4	20
38	5	4	4	4	4	21	5	4	4	4	4	21
39	4	5	4	4	4	21	4	4	3	5	4	20
40	3	4	5	4	5	21	3	4	4	3	5	19
41	3	4	5	3	3	18	4	4	3	4	4	19
42	2	5	4	2	4	17	4	3	3	3	2	15
43	4	4	4	3	4	19	5	3	5	2	3	18
44	3	4	5	4	5	21	3	3	3	3	3	15
45	4	4	4	3	4	19	4	3	4	3	3	17
46	4	5	4	4	5	22	3	4	5	4	3	19
47	4	4	3	3	3	17	4	4	4	4	4	20
48	3	4	4	4	4	19	3	4	4	3	4	18
49	3	4	3	3	3	16	4	4	3	4	4	19
50	4	4	4	4	4	20	3	4	3	4	4	18
51	3	3	4	4	3	17	4	3	4	4	3	18
52	3	4	4	3	4	18	4	3	3	3	3	16
53	4	4	5	4	4	21	5	4	5	5	4	23
54	4	3	4	4	4	19	4	5	4	4	5	22
55	4	5	4	4	4	21	4	4	4	3	5	20
56	4	4	2	4	4	18	4	4	4	4	4	20
57	4	4	4	3	4	19	3	3	4	3	4	17
58	4	4	4	3	4	19	4	3	3	2	3	15
59	3	4	4	4	4	19	4	3	4	4	4	19
60	3	3	4	3	4	17	4	4	4	4	4	20

61	4	4	3	4	4	19	3	4	3	4	4	18
62	3	4	3	3	4	17	3	3	4	4	3	17
63	3	4	3	3	3	16	4	4	3	4	4	19
64	3	3	3	4	4	17	4	4	4	3	4	19
65	4	4	2	4	4	18	4	5	4	4	5	22
66	2	3	4	3	5	17	3	4	3	4	4	18
67	4	4	4	3	4	19	4	4	4	5	4	21
68	4	4	4	3	4	19	5	4	5	5	4	23
69	4	5	5	3	4	21	4	4	4	4	4	20
70	4	4	4	3	4	19	4	4	3	5	5	21
71	4	5	4	4	4	21	4	4	5	4	4	21
72	4	5	5	4	4	22	4	4	4	4	5	21
73	5	4	5	4	5	23	4	4	4	4	4	20
74	4	5	4	3	4	20	4	4	4	4	4	20
75	4	5	4	4	4	21	4	4	4	4	5	21

Lampiran 3

Karakteristik Responden

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI-LAKI	34	45.3	45.3	45.3
	PEREMPUAN	41	54.7	54.7	100.0
	Total	75	100.0	100.0	

USIA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25	52	69.3	69.3	69.3
	26-30	6	8.0	8.0	77.3
	30-35	10	13.3	13.3	90.7
	35-40	6	8.0	8.0	98.7
	>40	1	1.3	1.3	100.0
	Total	75	100.0	100.0	

LAMA BEKERJA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 th	55	73.3	73.3	73.3
	5-10 th	13	17.3	17.3	90.7
	10-15 th	7	9.3	9.3	100.0
	Total	75	100.0	100.0	

	Sig. (2-tailed)	.002	.000	.010	.000	.000		.000
	N	75	75	75	75	75	75	75
Total	Pearson Correlation	.718**	.757*	.717*	.761*	.716*	.666*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75	75

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

Komitmen Organisasi (X2)

		Correlations					
		X2.1	X2.2	X2.3	X2.4	X2.5	Total
X2.1	Pearson Correlation	1	.356**	.278*	.261*	.143	.576**
	Sig. (2-tailed)		.002	.016	.024	.220	.000
	N	75	75	75	75	75	75
X2.2	Pearson Correlation	.356**	1	.227	.533**	.394**	.706**
	Sig. (2-tailed)	.002		.051	.000	.000	.000
	N	75	75	75	75	75	75
X2.3	Pearson Correlation	.278*	.227	1	.431**	.385**	.666**
	Sig. (2-tailed)	.016	.051		.000	.001	.000
	N	75	75	75	75	75	75
X2.4	Pearson Correlation	.261*	.533**	.431**	1	.474**	.787**
	Sig. (2-tailed)	.024	.000	.000		.000	.000
	N	75	75	75	75	75	75
X2.5	Pearson Correlation	.143	.394**	.385**	.474**	1	.720**
	Sig. (2-tailed)	.220	.000	.001	.000		.000

	N	75	75	75	75	75	75
Total	Pearson Correlation	.576**	.706**	.666**	.787**	.720**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	75	75	75	75	75	75
**. Correlation is significant at the 0.01 level (2-tailed).							
*. Correlation is significant at the 0.05 level (2-tailed).							

Budaya Oganisasi (X3)

		Correlations					
		X3.1	X3.2	X3.3	X3.4	X3.5	TOTAL_X3
X3.1	Pearson Correlation	1	.252 [*]	0,044	.686**	.321**	.769**
	Sig. (2-tailed)		0,029	0,709	0,000	0,005	0,000
	N	75	75	75	75	75	75
X3.2	Pearson Correlation	.252 [*]	1	0,083	0,046	.247 [*]	.491**
	Sig. (2-tailed)	0,029		0,480	0,693	0,033	0,000
	N	75	75	75	75	75	75
X3.3	Pearson Correlation	0,044	0,083	1	0,114	0,135	.440**
	Sig. (2-tailed)	0,709	0,480		0,329	0,248	0,000
	N	75	75	75	75	75	75
X3.4	Pearson Correlation	.686**	0,046	0,114	1	.382**	.749**
	Sig. (2-tailed)	0,000	0,693	0,329		0,001	0,000
	N	75	75	75	75	75	75
X3.5	Pearson Correlation	.321**	.247 [*]	0,135	.382**	1	.649**
	Sig. (2-tailed)	0,005	0,033	0,248	0,001		0,000
	N	75	75	75	75	75	75
TOTAL_X3	Pearson Correlation	.769**	.491**	.440**	.749**	.649**	1
	Sig. (2-tailed)	0,000	0,000	0,000	0,000	0,000	
	N	75	75	75	75	75	75
*. Correlation is significant at the 0.05 level (2-tailed).							
**. Correlation is significant at the 0.01 level (2-tailed).							

Kinerja Karyawan (Y)

Correlations							
		Y.1	Y.2	Y.3	Y.4	Y.5	TOTAL_Y
Y.1	Pearson Correlation	1	.315**	.278*	0,185	0,160	.572**
	Sig. (2-tailed)		0,006	0,016	0,111	0,169	0,000
	N	75	75	75	75	75	75
Y.2	Pearson Correlation	.315**	1	.233*	.488**	.457**	.785**
	Sig. (2-tailed)	0,006		0,045	0,000	0,000	0,000
	N	75	75	75	75	75	75
Y.3	Pearson Correlation	.278*	.233*	1	0,108	0,081	.483**
	Sig. (2-tailed)	0,016	0,045		0,358	0,492	0,000
	N	75	75	75	75	75	75
Y.4	Pearson Correlation	0,185	.488**	0,108	1	.309**	.700**
	Sig. (2-tailed)	0,111	0,000	0,358		0,007	0,000
	N	75	75	75	75	75	75
Y.5	Pearson Correlation	0,160	.457**	0,081	.309**	1	.648**
	Sig. (2-tailed)	0,169	0,000	0,492	0,007		0,000
	N	75	75	75	75	75	75
TOTAL_Y	Pearson Correlation	.572**	.785**	.483**	.700**	.648**	1
	Sig. (2-tailed)	0,000	0,000	0,000	0,000	0,000	
	N	75	75	75	75	75	75
**. Correlation is significant at the 0.01 level (2-tailed).							
*. Correlation is significant at the 0.05 level (2-tailed).							

2. Uji Reliabilitas

Kepuasan Kerja (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
.807	6

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	19.59	7.894	.565	.778
X1.2	19.61	8.565	.669	.767
X1.3	19.72	7.529	.533	.790
X1.4	19.64	7.801	.634	.762
X1.5	19.51	7.848	.558	.780
X1.6	19.60	8.351	.511	.789

Komitmen Organisasi (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
.725	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	15.67	4.631	.336	.733
X2.2	15.83	4.361	.541	.661
X2.3	15.88	4.377	.468	.685

X2.4	15.80	3.757	.615	.622
X2.5	15.76	3.888	.488	.680

Budaya Organisasi (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,608	5

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	15,96	3,120	0,547	0,441
X3.2	16,04	4,282	0,227	0,616
X3.3	15,99	4,392	0,130	0,667
X3.4	16,05	3,213	0,518	0,461
X3.5	15,96	3,796	0,428	0,524

Kinerja Karyawan (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
0,641	5

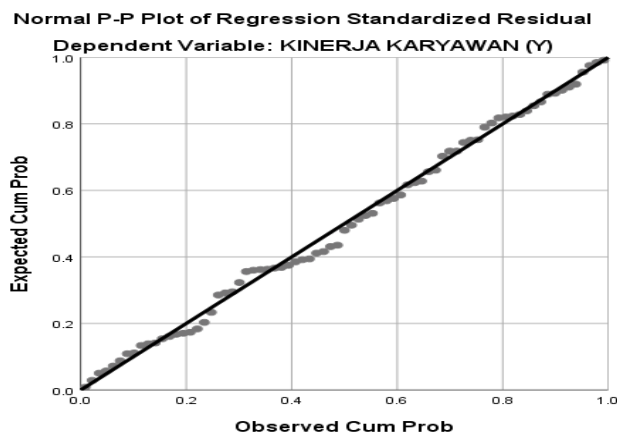
Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	15,59	4,759	0,335	0,615
Y.2	15,76	3,861	0,613	0,477
Y.3	15,80	5,108	0,239	0,652
Y.4	15,84	3,893	0,420	0,578
Y.5	15,63	4,291	0,387	0,592

Lampiran 5

UJI ASUMSI KLASIK

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		75
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.87009568
Most Extreme Differences	Absolute	.059
	Positive	.059
	Negative	-.047
Test Statistic		.059
Asymp. Sig. (2-tailed)		.200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

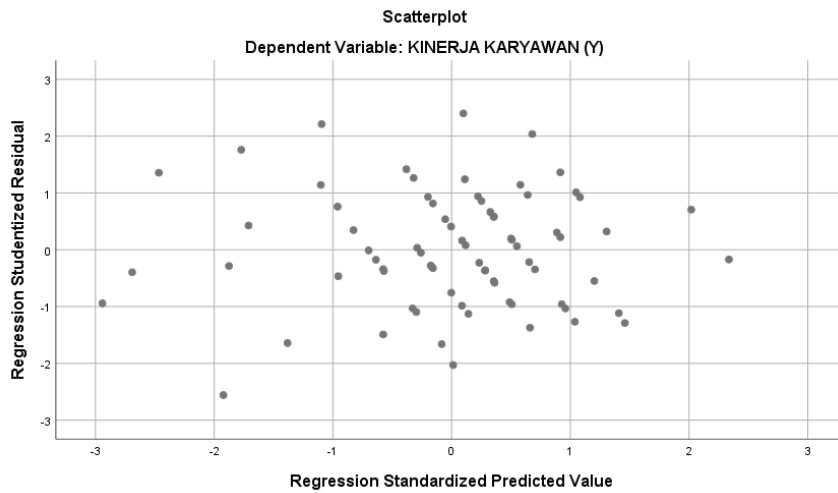


2. Uji Multikolerasi

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.301	.989		1.315	.193		
	KEPUASAN KERJA (X1)	.602	.040	.800	14.965	.000	.594	1.682
	KOMITMEN ORGANISASI (X2)	.358	.052	.354	6.921	.000	.647	1.546
	BUDAYA ORGANISASI (X3)	-.144	.061	-.133	-2.367	.021	.537	1.863

a. Dependent Variable: KINERJA KARYAWAN (Y)

3. Uji Heteroskedastisitas



4. Uji regresi linear berganda

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.301	.989		1.315	.193
	KEPUASAN KERJA	.602	.040	.800	14.965	.000
	KOMITMEN ORGANISASI	.358	.052	.354	6.921	.000
	BUDAYA ORGANISASI	-.144	.061	-.133	-2.367	.021

a. Dependent Variable: KINERJA KARYAWAN

Lampiran 6 uji hipotesis

1. UJI T

Coefficients ^a								
Model Type equation here.		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.301	.989		1.315	.193		
	KEPUASAN KERJA (X1)	.602	.040	.800	14.965	.000	.594	1.682
	KOMITMEN ORGANISASI (X2)	.358	.052	.354	6.921	.000	.647	1.546
	BUDAYA ORGANISASI (X3)	-.144	.061	-.133	-2.367	.021	.537	1.863

a. Dependent Variable: KINERJA KARYAWAN (Y)

2. Uji F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	408.964	3	136.321	172.765	.000 ^b
	Residual	56.023	71	.789		
	Total	464.987	74			
a. Dependent Variable: KINERJA KARYAWAN (Y)						
b. Predictors: (Constant), BUDAYA ORGANISASI (X3), KOMITMEN ORGANISASI (X2), KEPUASAN KERJA (X1)						

3. Uji Statistik Deskriptif

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1	75	12	30	23.53	3.330
X2	75	13	25	19.73	2.479
X3	75	14	24	20.00	2.313
Y	75	12	25	19.65	2.507
Valid N (listwise)	75				

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	75	2	5	3.95	.804
X1.2	75	2	5	3.92	.564
X1.3	75	1	5	3.81	.926
X1.4	75	1	5	3.89	.764
X1.5	75	1	5	4.03	.822
X1.6	75	2	5	3.93	.741
X2.1	75	3	5	4.07	.704
X2.2	75	2	5	3.91	.619
X2.3	75	2	5	3.85	.672
X2.4	75	2	5	3.93	.759
X2.5	75	2	5	3.97	.822
X3.1	75	2	5	4.04	.813
X3.2	75	2	5	3.96	.667
X3.3	75	2	5	4.01	.744
X3.4	75	2	5	3.95	.804
X3.5	75	2	5	4.04	.667
Y.1	75	3	5	4.07	.704
Y.2	75	1	5	3.89	.764
Y.3	75	2	5	3.85	.672
Y.4	75	1	5	3.81	.926
Y.5	75	1	5	4.03	.822
Valid N (listwise)	75				

4. Ujikofisien determinasi R_2

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.938 ^a	.880	.874	.88829
a. Predictors: (Constant), BUDAYA ORGANISASI, KOMITMEN ORGANISASI, KEPUASAN KERJA				

Lampiran 7

Tabel t

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
Df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
1	1.00000	3.07768	6.31375	12.70620	31.82052	63.65674	318.30884
2	0.81650	1.88562	2.91999	4.30265	6.96456	9.92484	22.32712
3	0.76489	1.63774	2.35336	3.18245	4.54070	5.84091	10.21453
4	0.74070	1.53321	2.13185	2.77645	3.74695	4.60409	7.17318
5	0.72669	1.47588	2.01505	2.57058	3.36493	4.03214	5.89343
6	0.71756	1.43976	1.94318	2.44691	3.14267	3.70743	5.20763
7	0.71114	1.41492	1.89458	2.36462	2.99795	3.49948	4.78529
8	0.70639	1.39682	1.85955	2.30600	2.89646	3.35539	4.50079
9	0.70272	1.38303	1.83311	2.26216	2.82144	3.24984	4.29681
10	0.69981	1.37218	1.81246	2.22814	2.76377	3.16927	4.14370
11	0.69745	1.36343	1.79588	2.20099	2.71808	3.10581	4.02470
12	0.69548	1.35622	1.78229	2.17881	2.68100	3.05454	3.92963
13	0.69383	1.35017	1.77093	2.16037	2.65031	3.01228	3.85198
14	0.69242	1.34503	1.76131	2.14479	2.62449	2.97684	3.78739
15	0.69120	1.34061	1.75305	2.13145	2.60248	2.94671	3.73283
16	0.69013	1.33676	1.74588	2.11991	2.58349	2.92078	3.68615
17	0.68920	1.33338	1.73961	2.10982	2.56693	2.89823	3.64577
18	0.68836	1.33039	1.73406	2.10092	2.55238	2.87844	3.61048
19	0.68762	1.32773	1.72913	2.09302	2.53948	2.86093	3.57940
20	0.68695	1.32534	1.72472	2.08596	2.52798	2.84534	3.55181
21	0.68635	1.32319	1.72074	2.07961	2.51765	2.83136	3.52715
22	0.68581	1.32124	1.71714	2.07387	2.50832	2.81876	3.50499

23	0.68531	1.31946	1.71387	2.06866	2.49987	2.80734	3.48496
24	0.68485	1.31784	1.71088	2.06390	2.49216	2.79694	3.46678
25	0.68443	1.31635	1.70814	2.05954	2.48511	2.78744	3.45019
26	0.68404	1.31497	1.70562	2.05553	2.47863	2.77871	3.43500
27	0.68368	1.31370	1.70329	2.05183	2.47266	2.77068	3.42103
28	0.68335	1.31253	1.70113	2.04841	2.46714	2.76326	3.40816
29	0.68304	1.31143	1.69913	2.04523	2.46202	2.75639	3.39624
30	0.68276	1.31042	1.69726	2.04227	2.45726	2.75000	3.38518
31	0.68249	1.30946	1.69552	2.03951	2.45282	2.74404	3.37490
32	0.68223	1.30857	1.69389	2.03693	2.44868	2.73848	3.36531
33	0.68200	1.30774	1.69236	2.03452	2.44479	2.73328	3.35634
34	0.68177	1.30695	1.69092	2.03224	2.44115	2.72839	3.34793
35	0.68156	1.30621	1.68957	2.03011	2.43772	2.72381	3.34005
36	0.68137	1.30551	1.68830	2.02809	2.43449	2.71948	3.33262
37	0.68118	1.30485	1.68709	2.02619	2.43145	2.71541	3.32563
38	0.68100	1.30423	1.68595	2.02439	2.42857	2.71156	3.31903
39	0.68083	1.30364	1.68488	2.02269	2.42584	2.70791	3.31279
40	0.68067	1.30308	1.68385	2.02108	2.42326	2.70446	3.30688
Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789

52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526
df \ Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	0.002
81	0.67753	1.29209	1.66388	1.98969	2.37327	2.63790	3.19392
82	0.67749	1.29196	1.66365	1.98932	2.37269	2.63712	3.19262
83	0.67746	1.29183	1.66342	1.98896	2.37212	2.63637	3.19135
84	0.67742	1.29171	1.66320	1.98861	2.37156	2.63563	3.19011
85	0.67739	1.29159	1.66298	1.98827	2.37102	2.63491	3.18890
86	0.67735	1.29147	1.66277	1.98793	2.37049	2.63421	3.18772
87	0.67732	1.29136	1.66256	1.98761	2.36998	2.63353	3.18657
88	0.67729	1.29125	1.66235	1.98729	2.36947	2.63286	3.18544
89	0.67726	1.29114	1.66216	1.98698	2.36898	2.63220	3.18434

90	0.67723	1.29103	1.66196	1.98667	2.36850	2.63157	3.18327
91	0.67720	1.29092	1.66177	1.98638	2.36803	2.63094	3.18222
92	0.67717	1.29082	1.66159	1.98609	2.36757	2.63033	3.18119
93	0.67714	1.29072	1.66140	1.98580	2.36712	2.62973	3.18019
94	0.67711	1.29062	1.66123	1.98552	2.36667	2.62915	3.17921
95	0.67708	1.29053	1.66105	1.98525	2.36624	2.62858	3.17825
96	0.67705	1.29043	1.66088	1.98498	2.36582	2.62802	3.17731
97	0.67703	1.29034	1.66071	1.98472	2.36541	2.62747	3.17639
98	0.67700	1.29025	1.66055	1.98447	2.36500	2.62693	3.17549
99	0.67698	1.29016	1.66039	1.98422	2.36461	2.62641	3.17460
100	0.67695	1.29007	1.66023	1.98397	2.36422	2.62589	3.17374
101	0.67693	1.28999	1.66008	1.98373	2.36384	2.62539	3.17289
102	0.67690	1.28991	1.65993	1.98350	2.36346	2.62489	3.17206
103	0.67688	1.28982	1.65978	1.98326	2.36310	2.62441	3.17125
104	0.67686	1.28974	1.65964	1.98304	2.36274	2.62393	3.17045
105	0.67683	1.28967	1.65950	1.98282	2.36239	2.62347	3.16967
106	0.67681	1.28959	1.65936	1.98260	2.36204	2.62301	3.16890
107	0.67679	1.28951	1.65922	1.98238	2.36170	2.62256	3.16815
108	0.67677	1.28944	1.65909	1.98217	2.36137	2.62212	3.16741
109	0.67675	1.28937	1.65895	1.98197	2.36105	2.62169	3.16669
110	0.67673	1.28930	1.65882	1.98177	2.36073	2.62126	3.16598
111	0.67671	1.28922	1.65870	1.98157	2.36041	2.62085	3.16528
112	0.67669	1.28916	1.65857	1.98137	2.36010	2.62044	3.16460
113	0.67667	1.28909	1.65845	1.98118	2.35980	2.62004	3.16392
114	0.67665	1.28902	1.65833	1.98099	2.35950	2.61964	3.16326
115	0.67663	1.28896	1.65821	1.98081	2.35921	2.61926	3.16262
116	0.67661	1.28889	1.65810	1.98063	2.35892	2.61888	3.16198
117	0.67659	1.28883	1.65798	1.98045	2.35864	2.61850	3.16135
118	0.67657	1.28877	1.65787	1.98027	2.35837	2.61814	3.16074
119	0.67656	1.28871	1.65776	1.98010	2.35809	2.61778	3.16013
120	0.67654	1.28865	1.65765	1.97993	2.35782	2.61742	3.15954

Lampiran 8

Tabel r

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911
4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703


29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601
47	0.2377	0.2816	0.3314	0.3646	0.4557
48	0.2353	0.2787	0.3281	0.3610	0.4514
49	0.2329	0.2759	0.3249	0.3575	0.4473
50	0.2306	0.2732	0.3218	0.3542	0.4432

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110


60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430
88	0.1745	0.2072	0.2449	0.2702	0.3412
89	0.1735	0.2061	0.2435	0.2687	0.3393
90	0.1726	0.2050	0.2422	0.2673	0.3375
91	0.1716	0.2039	0.2409	0.2659	0.3358
92	0.1707	0.2028	0.2396	0.2645	0.3341
93	0.1698	0.2017	0.2384	0.2631	0.3323
94	0.1689	0.2006	0.2371	0.2617	0.3307
95	0.1680	0.1996	0.2359	0.2604	0.3290

96	0.1671	0.1986	0.2347	0.2591	0.3274
97	0.1663	0.1975	0.2335	0.2578	0.3258
98	0.1654	0.1966	0.2324	0.2565	0.3242
99	0.1646	0.1956	0.2312	0.2552	0.3226
100	0.1638	0.1946	0.2301	0.2540	0.3211

Lampiran 9. Kartu Bimbingan



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FAKULTAS EKONOMI DAN BISNIS
Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, E-mail: ...



SEMESTER
Gasal / Genap
2021, 2022

KARTU BIMBINGAN SKRIPSI

Nama Mahasiswa / NBI : Laily NUR KHANIFAH / 1211800032

Nama Pembimbing : Drs. Ee. Johannes. S.M.M

Judul Skripsi : Pengaruh Kepuasan Kerja, Komitmen Organisasi Dan Budaya Organisasi Terhadap Kinerja Karyawan Pada PT. Panen Indah Lestari Internusa (Sogo Department Store Cabang Galaxy Mall Surabaya)

Mulai Program Skripsi : Semester Thn. Ak. **Selesai Bimbingan Tanggal**

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1.	21-7-2022	Judul	Acc.	<i>[Signature]</i>
2	5-4-22	Bab 1+2+3	Revisi	<i>[Signature]</i>
3	8-4-22	Bab 1	Revisi	<i>[Signature]</i>
4.	9-4-22	Bab 1+2+3	Revisi	<i>[Signature]</i>
5.	14-4-22	Bab 1+2+3	Acc.	<i>[Signature]</i>
6	14-4-22	Proposal	Simp diseminarkan	<i>[Signature]</i>
7	20-6-22	Bab 4	Revisi	<i>[Signature]</i>
8	20-6-22	Bab 5	Revisi	<i>[Signature]</i>
9	24-6-22	Bab 4	Acc	<i>[Signature]</i>
10	24-6-22	Bab 5	Acc	<i>[Signature]</i>
11	24-6-22	Abstrak	Revisi	<i>[Signature]</i>
12	25-6-22	Abstrak	Acc.	<i>[Signature]</i>

Perpanjangan I _____

Semester _____

Th. Ak _____

Paraf Kajur _____

Surabaya, 25-6-2022
(Drs. Ee. Johannes S, M.M.)
 (Nama dan tanda tangan Pembimbing)

Lampiran 10. Turnitin

PENGARUH KEPUASAN KERJA, KOMITMEN ORGANISASI, DAN BUDAYA ORGANISASI TERHADAP KINERJA KARYAWAN PADA PT.PANEN INDAH LESTARI INTERNUSA (SOGO DEPARTMENT STORE CABANG GALAXY MALL SURABAYA)

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