


ATTACHMENT



Appendix 1 : Thesis Guidance Card



UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA
FAKULTAS EKONOMI DAN BISNIS
Kampus II Semolowaru 45 Surabaya 60118. Telp: (031) 5925289. E-mail: fe@untagsurabaya.ac.id

SEMESTER
Gasal / Ganjil
2022 / 2023

KARTU BIMBINGAN SKRIPSI





Nama Mahasiswa / NBI : Rohayu Jannah H.S.S 1219001001
 Nama Pembimbing : Dr. Essie Hari P, MM
 Judul Skripsi : Pengaruh Kompensasi, Disiplin Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PT. PECKITT BENCKISER

Mulai Program Skripsi : Semester 7 Thn. Ak. Selesai Bimbingan Tanggal _____

No.	HARI / TANGGAL	BAB / HAL	KONSENTRASI		PARAF
				KETERANGAN REVISI	
1	6-10-2022	proposal		Revisi	dlc
2	14-10-2022	proposal		Revisi	Jh
3	27-10-2022	proposal		ACC	dlc
4	17-11-2022	kuisioner		Revisi	dlc
5	30-12-2022	bab 1,2,3		Revisi	dlc
6	2-01-2023	bab 1,2,3		ACC	dlc
7	4-01-2023	bab 4,5		Revisi	dlc
8	6-01-2023	bab 4,5		ACC	dlc
9	7-01-2023	Animat		Revisi	dlc
10	8-01-2023	Abstrak		ACC	dlc

Perpanjangan I _____
 Semester _____
 Th. Ak _____
 Paraf Kajur _____

Surabaya, 8 Januari 2023

 (Nama dan tanda tangan Pembimbing)

Appendix 2 : Campus Cover Letter to the Company

	YAYASAN PERGURUAN 17 AGUSTUS 1945 SURABAYA UNIVERSITAS 17 AGUSTUS 1945 (UNTAG) SURABAYA FAKULTAS EKONOMI DAN BISNIS	<small>TERAKREDITASI TERAKREDITASI TERAKREDITASI TERAKREDITASI</small>
	<small>PROGRAM STUDI MANAJEMEN (S1) PROGRAM STUDI AKUNTANSI (S1) PROGRAM STUDI EKONOMI PEMBANGUNAN (S1) PROGRAM STUDI MAGISTER MANAJEMEN (S2) PROGRAM STUDI DOKTOR ILMU EKONOMI (S3)</small>	<small>Kampus Jl. Semolowari 45 Surabaya 60118, Telp (031) 8931800 Ext 140 , 141, E-mail: feb@untag-sby.ac.id.</small>

Nomor : 3232/K/FEH/XI/2022
Lampiran : -
Perihal : **Permohonan Ijin Untuk Mengadakan Penelitian**

Kepada : Yth. Bapak/Ibu Pimpinan PT. Reckitt Benckiser
Jl. Kenjeran No. 617 Surabaya

Dengan hormat,
Sebagai salah satu persyaratan untuk menyelesaikan studi pada Program Strata 1, maka mahasiswa diwajibkan untuk menyusun dan mempertahankan skripsi sebagai hasil penerapan pelajaran teori serta praktek yang diperoleh berdasarkan penelitian. Sehubungan dengan hal tersebut, maka dengan ini kami mohon perkenan Bapak / Ibu untuk memberikan ijin kepada mahasiswa :

Nama : ROHAYU JANNAH HECAH SUBULUS SALAM
N. P. M : 1211900189
Fakultas / Program Studi : Ekonomi dan Bisnis / Manajemen
Alamat : Ds. Simorang RT. 01/RW. 01 Kcc. Prambon Sidoarjo
Telp. /HP. 087821993436

Guna melakukan penelitian pada :
PT. RECKITT BENCKISER
untuk memperoleh data sesuai dengan Skripsi yang sedang disusunnya dengan judul
"PENGARUH KOMPENSASI, DISIPLIN KERJA DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PADA PT. RECKITT BENCKISER"

Demikian permohonan kami, atas perhatiannya kami sampaikan terima kasih.

Surabaya, 15 November 2022


Dekan
Pratiwi Riyandi, M.Si., Ak. CA
NPP. 20220.93.0319

Appendix 3 : Company Reply Letter



PT. RECKITT BENCKISER INDONESIA
Jl. Kenjeran 617 Surabaya

Lampiran : -
Perihal : Balasan Permohonan Izin Penelitian

Yth.
Dekan Fakultas Ekonomi dan Bisnis
Bpk Dr. Siamet Riyadi, M.si., AK, CA.
Universitas 17 Agustus 1945 Surabaya (UNTAG)
Jl. Semolowaru No. 45 Surabaya
di –
SURABAYA

Menindak lanjuti surat dari Universitas 17 Agustus 1945 (UNTAG) Surabaya Nomor : 3232/K/FEB/XI/2022 tanggal 15 November 2022, perihal "Permohonan Izin Penelitian", maka bersama ini disampaikan bahwa kami bersedia dijadikan tempat untuk melakukan penelitian mahasiswa Fakultas Ekonomi dan Bisnis atas nama :

Nama : ROHAYU JANNAH HECAH
TTL : SIDOARJO 12-11-2000
No.KTP : 3515025211000001
Alamat : SIMOCOYO RT 001 RW 001 SIMOGIRANG PRAMBON
Jabatan : MD

Demikian Surat Keterangan ini kami buat untuk dipergunakan sebagaimana mestinya.

Hormat kami,

A handwritten signature in black ink, appearing to read 'Lumbung Prasasti', written over a light blue circular stamp.

Lumbung Prasasti

TL Reckitt

Appendix 4 : Research Questionnaire

The statements below are useful for obtaining questionnaire data in order to qualify for the implementation of research entitled:

"The Effect of Compensation, Work Discipline and Job Satisfaction on Employee Performance at PT. Reckitt Benckiser Surabaya"

Charging Instructions :

1. Fill in your personal data before filling out the questionnaire.
2. Give an answer that matches your opinion.
3. Questions/statements must be answered all lest any yang be missed, in order to obtain the data fully for the researcher to raise.

Charging Instructions

1. Fill in your personal data before filling out the questionnaire.

ASSESSMENT CRITERIA

SS	Totally Agree	5
S	Agree	4
.CS	Simply Agree	3
TS	Disagree	2
STS	Strongly disagree	1

IDENTITY OF THE RESPONDENT

Name:

Gender:

 Men

Age:

17 - 20 years
21 - 30 Years
31 - 40 Years
41 - 55 Years Old

Length of Work:

< 1 Year
1 - 3 Years
> 3 Years

COMPENSATION VARIABLE (X₁)

No.	Indicators	ItemStatements-Statements	Assessment Criteria
-----	------------	---------------------------	---------------------

			SS	S	.CS	TS	STS
1	Salary	The basic salary paid is always on time.					
2		The amount of salary I receive is in accordance with the results of the work provided by the company					
3	Wages	I always get a wage in the form of an additional bonus, if my performance results are good					
4		The company always provides additional bonuses to employees who can achieve the target.					
5	Wage Incentives	I receive the same opportunity as other co-workers to participate in getting incentives or overtime pay.					
6	Office Facilities	The company provides incentives to me if the results of my work reach or exceed the targets that have been set					
7		The existing office facilities have been able to meet my needs in doing work					
8	Allowances	The company provides health insurance facilities for all employees.					
9		The amount of Holiday Allowance (THR) received so far has been adequate.					
10		Benefits provided in accordance with the employee's job title.					

LABOR DISCIPLINE VARIABLES (X₂)

No.	Indicators	ItemStatements-Statements	Assessment Criteria
-----	------------	---------------------------	---------------------

			SS	S	.CS	TS	STS
1	Purpose and Ability	I was able to understand the rules and regulations that apply within the company					
2		I am aware of the standard procedures that apply within the company					
3	Leadership Example	I feel that the leadership always sets a good example to his clients					
4		Boss becomes my role model in the job					
5	Justice	Superiors treat tampa employees fairly to their position, if anyone violates applicable regulations					
6		I feel treated fairly in carrying out the work					
7	Inherent Oversight	The company has sanctioned penalties corresponding to the employee's misconduct					
8	Punitive Sanctions	The company provides sanctions in the form of warning letters to employees who do not comply with applicable regulations					

JOB SATISFACTION VARIABLES (X₃)

No.	Indicators	ItemStatements-Statements	Assessment Criteria				
			SS	S	.CS	TS	STS
1	The Work Itself	I am satisfied with the work given at the moment					
2		The work given is in accordance with the ability and knowledge,					

		so that I feel satisfied with the current work					
3	Promotion	The company gives promotions to employees in accordance with the length of service					
4		Great promotion opportunities provided by the company to employees					
5	Supervision	I feel comfortable working because the boss pays attention to the condition of his subordinates					
6		I feel comfortable working because the boss pays attention to the condition of his subordinates					
7		The supervision carried out by the boss does not affect my enthusiasm for work					
8	Co workers	My co-workers can be invited to work well					
9		My co-workers always give me support					
10	Working Conditions	I feel satisfied to be in the current work environment					
11		I feel excited about the opportunity to learn new things in my work					

EMPLOYEE PERFORMANCE VARIABLES (Y₁)

No.	Indicators	ItemStatements-Statements	Assessment Criteria				
			SS	S	.CS	TS	STS
1	Quantity of Work	The quality of my work has met the standards set by the company.					
2		I always try to improve the quality of my work.					
3	Quality of Work	I take great care of the punctuality and perfection of the work					
4		Every task given, I do it carefully					
5	Independence	I am always responsible for every job given by the superior.					
6		I have excellent skills in carrying out my work					
7	Initiative	The bonuses and incentives given make me feel excited in doing the optimal results of my work.					
8		The compensation I receive is in accordance with the achievement of the results of the work I do					
9	Adaptability	I always work according to my needs and existing conditions					
10		I use my work time well, not to do activities outside of work.					
11	Collaborate	I always work in a team and according to each other's skills					

12		I prioritize cooperation with colleagues in completing work					
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Appendix 5 : Validity Test Results

1. Compensation (X1)

		Correlations											
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.Total
X1.1	Pearson Correlation	1	.585**	.497**	.457**	.605**	.610**	.539**	.522**	.598**	.598**	.430**	.675**
	Sig. (2-tailed)		.000	.001	.002	.000	.000	.000	.000	.000	.000	.004	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.2	Pearson Correlation	.585**	1	.608**	.527**	.614**	.840**	.690**	.620**	.702**	.702**	.774**	.816**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.3	Pearson Correlation	.497**	.608**	1	.688**	.734**	.709**	.615**	.821**	.776**	.776**	.773**	.863**
	Sig. (2-tailed)	.001	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.4	Pearson Correlation	.457**	.527**	.688**	1	.618**	.644**	.615**	.808**	.688**	.688**	.673**	.801**
	Sig. (2-tailed)	.002	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.5	Pearson Correlation	.605**	.614**	.734**	.618**	1	.666**	.769**	.710**	.745**	.745**	.665**	.844**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.6	Pearson Correlation	.610**	.840**	.709**	.644**	.666**	1	.606**	.699**	.749**	.749**	.688**	.848**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.7	Pearson Correlation	.539**	.690**	.615**	.615**	.769**	.606**	1	.656**	.672**	.672**	.808**	.822**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.8	Pearson Correlation	.522**	.620**	.821**	.808**	.710**	.699**	.656**	1	.887**	.887**	.847**	.912**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.9	Pearson Correlation	.598**	.702**	.776**	.688**	.745**	.749**	.672**	.887**	1	1.000**	.801**	.923**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.10	Pearson Correlation	.598**	.702**	.776**	.688**	.745**	.749**	.672**	.887**	1.000**	1	.801**	.923**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.11	Pearson Correlation	.430**	.774**	.773**	.673**	.665**	.688**	.808**	.847**	.801**	.801**	1	.893**
	Sig. (2-tailed)	.004	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X1.Total	Pearson Correlation	.675**	.816**	.863**	.801**	.844**	.848**	.822**	.912**	.923**	.923**	.893**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42	42

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

2. Work Discipline (X2)

		Correlations											
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.Total
X3.1	Pearson Correlation	1	.891**	.797**	.797**	.673**	.755**	.603**	.606**	.751**	.782**	.794**	.879**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.2	Pearson Correlation	.891**	1	.793**	.793**	.815**	.806**	.633**	.758**	.804**	.836**	.810**	.933**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.3	Pearson Correlation	.797**	.793**	1	.937**	.685**	.774**	.523**	.665**	.824**	.804**	.820**	.893**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.4	Pearson Correlation	.797**	.793**	.937**	1	.685**	.774**	.567**	.665**	.824**	.751**	.820**	.893**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.5	Pearson Correlation	.673**	.815**	.685**	.685**	1	.915**	.438**	.702**	.646**	.678**	.700**	.830**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.004	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.6	Pearson Correlation	.755**	.806**	.774**	.774**	.915**	1	.508**	.596**	.730**	.753**	.771**	.876**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.001	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.7	Pearson Correlation	.603**	.633**	.523**	.567**	.438**	.508**	1	.776**	.743**	.571**	.565**	.737**
	Sig. (2-tailed)	.000	.000	.000	.000	.004	.001		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.8	Pearson Correlation	.606**	.758**	.665**	.665**	.702**	.596**	.776**	1	.842**	.626**	.693**	.834**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.9	Pearson Correlation	.751**	.804**	.824**	.824**	.646**	.730**	.743**	.842**	1	.758**	.831**	.914**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.10	Pearson Correlation	.782**	.836**	.804**	.751**	.678**	.753**	.571**	.626**	.758**	1	.897**	.881**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.11	Pearson Correlation	.794**	.810**	.820**	.820**	.700**	.771**	.565**	.693**	.831**	.897**	1	.904**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42	42	42	42	42
X3.Total	Pearson Correlation	.879**	.933**	.893**	.893**	.830**	.876**	.737**	.834**	.914**	.881**	.904**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42	42

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

3. Job Satisfaction (X3)

4. Employee Performance (Y)

		Correlations												
		y.1	y.2	y.3	y.4	y.5	y.6	y.7	y.8	y.9	y.10	y.11	y.12	y.Total
y.1	Pearson Correlation	1	.799**	.839**	.733**	.743**	.710**	.712**	.808**	.625**	.706**	.749**	.718**	.880**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.2	Pearson Correlation	.799**	1	.885**	.804**	.855**	.773**	.782**	.858**	.411**	.801**	.712**	.791**	.900**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.007	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.3	Pearson Correlation	.839**	.885**	1	.777**	.892**	.808**	.754**	.774**	.293	.776**	.578**	.780**	.862**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.060	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.4	Pearson Correlation	.733**	.804**	.777**	1	.879**	.845**	.758**	.754**	.584**	.827**	.770**	.742**	.907**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.5	Pearson Correlation	.743**	.855**	.892**	.879**	1	.839**	.772**	.732**	.353	.870**	.661**	.817**	.889**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.022	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.6	Pearson Correlation	.710**	.773**	.808**	.845**	.839**	1	.657**	.723**	.452**	.731**	.639**	.827**	.857**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.003	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.7	Pearson Correlation	.712**	.782**	.754**	.758**	.772**	.657**	1	.804**	.448**	.854**	.732**	.659**	.851**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.003	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.8	Pearson Correlation	.808**	.858**	.774**	.754**	.732**	.723**	.804**	1	.604**	.820**	.776**	.751**	.905**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.9	Pearson Correlation	.625**	.411**	.293	.584**	.353	.452**	.448**	.604**	1	.507**	.821**	.516**	.670**
	Sig. (2-tailed)	.000	.007	.060	.000	.022	.003	.003	.000		.001	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.10	Pearson Correlation	.706**	.801**	.776**	.827**	.870**	.731**	.854**	.820**	.507**	1	.840**	.818**	.913**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.001		.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.11	Pearson Correlation	.749**	.712**	.578**	.770**	.661**	.639**	.732**	.776**	.821**	.840**	1	.745**	.884**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.12	Pearson Correlation	.718**	.791**	.780**	.742**	.817**	.827**	.659**	.751**	.516**	.818**	.745**	1	.880**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42	42	42	42	42	42
y.Total	Pearson Correlation	.880**	.900**	.862**	.907**	.889**	.857**	.851**	.905**	.670**	.913**	.884**	.880**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42	42	42	42

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

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

Appendix 6: Reliability Test Results

1. Compensation (X1)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.961	11

2. Work Discipline (X2)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.962	8

3. Job Satisfaction (X3)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.965	11

4. Employee Performance (Y)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded ^a	0	.0
	Total	42	100.0

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

Reliability Statistics

Cronbach's	
Alpha	N of Items
.965	12

Appendix 7 : Normality Test Results

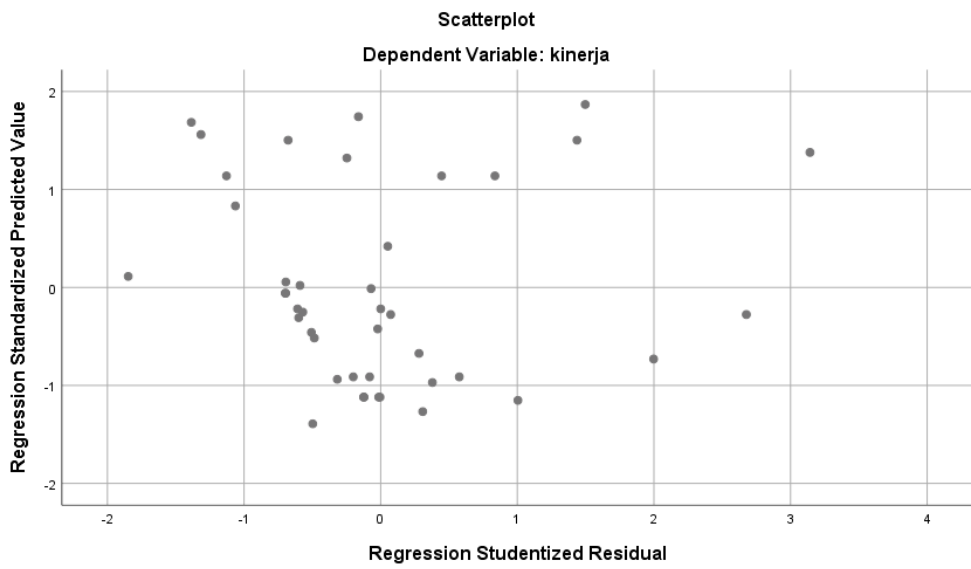
One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		42
Normal Parameters ^{a,b}	Mean	0,0000000
	Std. Deviation	1,33540515
Most Extreme Differences	Absolute	0,072
	Positive	0,072
	Negative	-0,051
Test Statistic		0,072
Asymp. Sig. (2-tailed)		.200 ^{c,d}
Exact Sig. (2-tailed)		0,970
Point Probability		0,000
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Appendix 8 : Multicollinearity Test Results

		Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6,229	2,808		2,218	0,033		
	KOMPENSASI	-0,139	0,141	-0,145	-0,984	0,331	0,155	6,434
	DISIPLIN KERJA	0,421	0,325	0,319	1,295	0,203	0,055	18,027
	KEPUASAN KERJA	0,710	0,228	0,753	3,110	0,004	0,057	17,458

a. Dependent Variable: KINERJA

Appendix 9 : Heteroskedasticity Test



Appendix 10 : Autocorrelation Test Results

Model Summary^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.801 ^a	0,641	0,612	1,198	0,861
a. Predictors: (Constant), KEPUASAN KERJA, KOMPENSASI, DISIPLIN KERJA					
b. Dependent Variable: KINERJA					

Appendix 11 : Multiple Linear Regression Test Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-56,950	20,646		-2,758	0,009
	KOMPENSASI	0,180	0,088	0,217	2,043	0,048
	DISIPLIN KERJA	1,688	0,499	0,401	3,386	0,002
	KEPUASAN KERJA	0,634	0,088	0,802	7,221	0,000

a. Dependent Variable: KINERJA

Appendix 12 : Test Results t

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-56,950	20,646		-2,758	0,009
	KOMPENSASI	0,180	0,088	0,217	2,043	0,048
	DISIPLIN KERJA	1,688	0,499	0,401	3,386	0,002
	KEPUASAN KERJA	0,634	0,088	0,802	7,221	0,000

a. Dependent Variable: KINERJA

Appendix 13 : Test Results f

ANOVA^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regressio	1155,785	3	385,262	140,607	.000 ^b
	Residual	104,120	38	2,740		
	Total	1259,905	41			
a. Dependent Variable: KINERJA						
b. Predictors: (Constant), KEPUASAN KERJA, KOMPENSASI, DISIPLIN KERJA						