

## LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

#### 1. PETUNJUK PENGISIAN

1. Isilah terlebih dahulu identitas Bapak/Ibu/Saudara/i
2. Pilih salah satu jawaban yang menurut Bapak/Ibu/Saudara/I paling sesuai dengan kondisi Bapak/Ibu/Saudara/i dengan memberi tanda centang (√) untuk pilihan pada kolom yang tersedia
3. Pilihan jawaban dengan kriteria dibawah ini :

<b>Keterangan</b>
SS (Sangat Setuju)
S (Setuju)
N (Netral)
TS (Tidak Setuju)
STS (Sangat Tidak Setuju)

4. Kerahasiaan dari jawaban Bapak/Ibu/Saudara/i saya jamin.

#### 2. IDENTITAS RESPONDEN

Nama : ..... (boleh tidak diisi)

Jenis Kelamin :       Laki-laki       Perempuan

Usia : ..  .....     

Pendidikan Terakhir :       SD       SMP

SMA       SMK

D1-S1     

Lama Masa Kerja : ..  .....

##### A. Kompensasi (X1)

No.	Pernyataan	SS	S	N	TS	STS
<b>X1.1</b>	<b>Upah &amp; Gaji</b>					
1	Upah yang saya terima bisa memenuhi kebutuhan hidup					
2	Tarif yang saya terima sudah sesuai					
<b>X1.2</b>	<b>Insentif</b>					
1	Jumlah insentif yang saya dapatkan stabil					
2	Insentif yang saya terima dapat meningkatkan kinerja saya.					
<b>X1.3</b>	<b>Tunjangan</b>					
1	Jaminan kesehatan kerja driver sudah					

No.	Pernyataan	SS	S	N	TS	STS
	memadai					
2	Jaminan keselamatan kerja driver sudah memadai					
<b>X1.4</b>	<b>Fasilitas</b>					
1	Fasilitas tempat penjemputan penumpang sudah disediakan di beberapa tempat					
2	Beberapa tempat menyediakan parkir khusus untuk para driver gojek					

#### A. Fleksibilitas Kerja (X2)

No.	Pernyataan	SS	S	N	TS	STS
<b>X2.1</b>	<b><i>Time Flexibility</i></b>					
1	Jam kerja saya setiap hari fleksibel					
2	Saya bekerja sesuai dengan waktu yang saya pilih					
<b>X2.2</b>	<b><i>Timing Flexibility</i></b>					
1	Aturan jadwal kerja yang diberikan perusahaan fleksibel					
2	Saya dapat membuat jadwal kerja secara bebas					
<b>X2.3</b>	<b><i>Place Flexibility</i></b>					
1	Lokasi pekerjaan saya berpindah-pindah					
2	Saya dapat bekerja dimana saja					

#### B. Kepuasan Kerja (X3)

No.	Pernyataan	SS	S	N	TS	STS
<b>X3.1</b>	<b>Kepuasan Terhadap Pekerjaan</b>					
1	Pekerjaan yang saya lakukan sudah sesuai dengan keinginan saya					
2	Pekerjaan yang saya lakukan menyenangkan					
<b>X3.2</b>	<b>Kepuasan Terhadap Imbalan</b>					
<b>No.</b>	<b>Pernyataan</b>	<b>SS</b>	<b>S</b>	<b>N</b>	<b>TS</b>	<b>STS</b>
1	Upah yang diterima sudah sesuai dengan pekerjaan yang dilakukan					
2	Bonus yang diterima sesuai dengan beban target kerja yang diberikan					

<b>X3.3</b>	<b>Kepuasan Terhadap Supervisi Atasan</b>					
1	Komunikasi antara mitra driver dengan perusahaan terjalin dengan baik					
2	Perusahaan memberikan bimbingan dan arahan yang jelas kepada mitra driver					
<b>X3.4</b>	<b>Kepuasan Terhadap Rekan Kerja</b>					
1	Hubungan antar mitra driver terjalin dengan baik					
2	Suasana kekeluargaan dalam bekerja antar sesama mitra driver terbina dengan baik					

### C. Kinerja (Y)

No.	Pernyataan	SS	S	N	TS	STS
<b>Y.1</b>	<b>Kuantitas Hasil</b>					
1	Pelanggan selalu memberikan bintang lima atas kinerja saya					
2	Saya dapat bekerja sesuai SOP yang ditentukan					
<b>Y.2</b>	<b>Kualitas Hasil</b>					
1	Saya memberikan pelayanan terbaik untuk pelanggan					
2	Saya dapat mencapai poin yang ditentukan setiap minggunya					
<b>Y.3</b>	<b>Kehadiran</b>					
1	Saya dapat memaksimalkan lima hari kerja					
2	Saya dapat tepat waktu dalam penjemputan pelanggan					
<b>Y.4</b>	<b>Kemampuan Bekerja Sama</b>					
1	Saya memiliki komitmen yang besar menjadi driver gojek					
2	Saya memiliki komitmen untuk meluangkan waktu bekerja di gojek					

## Lampiran 2 Tabulasi data jawaban kuesioner

Jawaban Responden									
No. Responden	Kompensasi (X1)								TOTAL X1
	X1.1		X1.2		X1.3		X1.4		
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	4	4	4	2	4	3	4	3	28
2	3	3	3	2	3	2	3	3	22
3	3	4	4	2	3	2	3	3	24
4	2	2	2	2	2	4	4	4	22
5	5	5	5	4	5	4	4	3	35
6	2	2	2	3	2	3	3	4	21
7	5	5	5	2	5	2	4	3	31
8	4	4	4	4	4	4	5	4	33
9	4	4	4	4	5	4	4	4	33
10	4	4	4	2	4	2	5	4	29
11	5	5	5	5	5	5	5	5	40
12	5	5	5	5	5	5	5	5	40
13	5	5	5	5	5	5	5	5	40
14	5	4	5	5	5	4	5	5	38
15	5	4	5	5	5	5	5	4	38
16	5	4	5	5	5	5	5	5	39
17	5	4	5	5	5	5	5	5	39
18	5	5	5	5	5	5	5	5	40
19	5	5	5	5	5	5	5	5	40
20	5	5	5	5	5	5	5	5	40
21	5	5	5	5	5	5	5	4	39
22	4	4	4	4	4	4	4	4	32
23	3	3	3	4	3	4	4	4	28
24	4	4	4	3	4	3	3	4	29
25	5	5	5	4	5	4	4	4	36
26	5	5	5	5	5	5	5	5	40
27	5	5	5	5	5	5	5	4	39
28	5	5	5	5	5	5	5	5	40
29	5	4	5	5	5	5	5	5	39
30	5	5	5	4	5	4	4	4	36
31	5	5	5	3	5	3	3	4	33
32	4	4	4	4	4	4	4	4	32
33	5	5	5	4	5	4	4	5	37
34	5	5	5	4	5	4	4	3	35
35	4	4	4	4	4	4	3	5	32
36	4	4	4	4	4	4	2	2	28
37	4	4	4	4	4	4	3	3	30
38	4	4	4	3	4	4	4	3	30
39	5	5	5	3	5	4	4	3	34
40	4	4	4	4	4	4	4	5	33
41	4	4	4	4	4	4	4	3	31
42	4	4	4	3	4	3	3	3	28
43	4	4	4	4	4	4	5	5	34
44	5	5	5	4	5	4	3	3	34
45	4	4	4	3	4	3	4	4	30

46	5	5	5	5	5	4	2	3	34
47	4	4	4	4	4	4	5	3	32
48	5	5	5	4	5	4	3	4	35
49	5	5	5	5	5	5	3	4	37
50	4	4	4	4	4	3	4	4	31
51	4	4	4	4	4	4	4	4	32
52	4	3	4	4	4	4	4	4	31
53	3	4	4	5	5	4	5	5	35
54	3	4	4	4	3	4	5	4	31
55	5	5	4	4	4	4	5	4	35
56	4	3	4	4	4	4	4	4	31
57	5	5	5	3	3	4	5	5	35
58	3	4	4	5	5	4	5	5	35
59	4	4	4	4	4	4	4	4	32
60	3	4	4	4	4	4	3	4	30
61	4	4	5	5	4	4	4	4	34
62	2	4	4	4	4	4	4	4	30
63	3	4	4	3	5	4	4	4	31
64	4	4	4	4	4	4	3	5	32
65	4	4	4	4	4	4	2	2	28
66	4	4	4	4	4	4	3	3	30
67	4	4	4	3	4	3	3	3	28
68	3	3	3	3	3	3	3	4	25
69	4	4	4	4	4	4	4	4	32
70	4	4	4	4	4	4	4	5	33
71	5	5	5	5	5	4	2	3	34
72	4	4	4	4	4	4	5	3	32
73	5	5	5	4	5	4	3	4	35
74	5	5	5	5	5	5	3	4	37
75	4	4	4	2	4	3	4	4	29
76	4	4	4	4	4	4	4	4	32
77	4	3	4	4	4	4	4	4	31
78	3	4	4	5	5	4	5	5	35
79	3	4	4	4	3	4	5	4	31
80	5	5	4	4	4	4	5	4	35
81	4	3	4	4	4	4	4	4	31
82	5	5	5	5	5	4	5	5	39
83	3	3	3	2	3	2	3	3	22
84	4	4	4	4	3	2	4	4	29
85	2	2	2	2	2	3	3	3	19
86	5	5	5	2	5	2	4	3	31
87	4	4	4	3	2	4	4	4	29
88	5	5	5	2	5	2	4	3	31
89	4	4	4	2	4	2	5	4	29
90	4	4	4	4	5	4	4	4	33
91	5	5	4	4	5	4	5	4	36
92	4	4	4	4	4	4	4	4	32
93	3	4	4	4	4	1	4	4	28
94	4	4	4	4	4	4	5	5	34
95	4	5	5	4	4	4	4	4	34
96	4	4	4	3	4	4	4	3	30

Jawaban Responden								
No. Responden	Fleksibilitas Kerja (X2)						TOTAL X2	
	X2.1		X2.2		X2.3			
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6		
1	4	5	5	5	5	5	29	
2	4	5	5	5	5	5	29	
3	4	4	5	5	5	5	28	
4	5	5	5	4	4	5	28	
5	4	4	4	4	4	4	24	
6	5	5	5	5	5	5	30	
7	4	5	5	5	5	4	28	
8	4	5	5	5	5	4	28	
9	4	4	5	5	5	5	28	
10	5	5	4	5	4	5	28	
11	4	4	4	3	5	4	24	
12	4	5	5	4	4	4	26	
13	4	4	4	4	4	4	24	
14	5	5	5	5	5	3	28	
15	3	4	4	4	4	3	22	
16	5	4	5	4	5	4	27	
17	4	3	4	3	4	5	23	
18	4	3	3	3	3	4	20	
19	4	5	4	4	3	2	22	
20	4	4	4	4	4	4	24	
21	5	4	4	4	4	4	25	
22	3	5	4	5	5	5	27	
23	4	4	3	3	3	3	20	
24	4	4	4	4	4	5	25	
25	5	5	5	5	5	5	30	
26	5	5	5	5	5	3	28	
27	4	4	4	4	3	3	22	
28	4	4	4	4	4	3	23	
29	5	4	4	4	4	5	26	
30	3	3	3	3	3	3	18	
31	3	3	3	3	3	3	18	
32	4	4	4	4	5	5	26	
33	4	4	4	4	4	4	24	
34	5	5	3	5	5	3	26	
35	5	4	4	4	4	4	25	
36	3	4	4	4	4	4	23	
37	5	5	4	4	4	4	26	
38	5	3	3	3	3	3	20	
39	3	4	3	3	3	3	19	
40	4	5	4	4	4	4	25	
41	4	4	4	4	4	4	24	
42	3	4	3	4	4	4	22	
43	3	3	4	4	4	4	22	
44	5	5	4	4	4	4	26	
45	3	3	3	4	4	3	20	

46	4	4	4	4	4	4	24
47	4	4	4	4	4	4	24
48	3	3	3	3	4	4	20
49	4	4	4	4	3	3	22
50	5	5	5	5	5	5	30
51	4	5	5	5	5	5	29
52	4	4	4	4	4	3	23
53	4	3	4	4	4	5	24
54	5	5	4	5	5	4	28
55	4	3	4	4	4	4	23
56	5	4	4	4	4	4	25
57	5	3	5	5	5	3	26
58	3	4	4	3	3	3	20
59	3	3	3	3	3	4	19
60	4	4	4	4	4	5	25
61	4	4	4	4	4	4	24
62	4	4	4	5	5	5	27
63	4	4	4	4	4	4	24
64	4	4	3	3	3	3	20
65	4	4	4	4	4	4	24
66	4	5	5	4	4	4	26
67	4	4	4	3	4	4	23
68	5	4	4	4	4	4	25
69	4	4	4	4	4	4	24
70	4	3	4	3	4	4	22
71	3	4	4	3	4	4	22
72	5	5	4	4	4	4	26
73	3	3	3	3	4	4	20
74	4	4	4	4	4	4	24
75	4	4	4	4	4	4	24
76	4	3	3	4	3	3	20
77	4	4	4	4	4	4	24
78	5	5	5	4	5	4	28
79	5	5	5	4	5	4	28
80	4	4	4	4	4	4	24
81	4	4	4	4	4	4	24
82	4	4	4	4	4	4	24
83	4	4	4	3	4	3	22
84	5	5	5	3	5	3	26
85	4	4	4	4	4	4	24
86	4	3	4	3	4	4	22
87	5	5	5	4	2	3	24
88	4	4	4	4	4	4	24
89	4	4	4	4	4	5	25
90	5	5	5	5	4	3	27
91	4	4	4	4	2	3	21
92	4	4	4	4	4	4	24
93	4	4	4	4	5	4	25
94	5	5	5	5	5	5	30
95	3	5	5	5	5	5	28
96	3	5	5	5	5	2	25

Jawaban Responden									
No. Responden	Kepuasan Kerja (X3)								TOTAL X3
	X3.1		X3.2		X3.3		X3.4		
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	
1	5	5	5	5	5	5	5	5	40
2	5	5	5	5	5	4	5	5	39
3	5	5	5	5	5	4	5	5	39
4	5	5	5	5	5	4	5	5	39
5	4	5	4	4	4	5	3	4	33
6	4	4	4	4	4	4	5	5	34
7	5	5	5	5	5	5	5	5	40
8	3	4	4	4	4	3	4	4	30
9	2	4	3	3	3	4	4	5	28
10	3	4	4	4	3	4	4	4	30
11	3	4	4	4	4	5	4	5	33
12	3	4	5	4	4	5	4	5	34
13	5	5	5	5	5	5	5	5	40
14	5	4	5	5	4	4	5	3	35
15	4	5	5	4	4	4	5	4	35
16	4	4	5	3	4	4	4	5	33
17	5	5	5	5	5	5	5	5	40
18	5	5	3	4	3	4	3	3	30
19	3	3	5	3	5	3	3	5	30
20	5	5	5	3	5	5	5	5	38
21	3	3	3	4	3	4	3	3	26
22	4	4	4	4	4	4	4	4	32
23	5	4	5	4	3	2	3	4	30
24	4	3	3	5	3	3	3	5	29
25	5	3	3	4	4	4	3	4	30
26	3	3	4	4	4	3	3	3	27
27	4	3	4	3	3	3	3	3	26
28	4	4	3	4	5	4	4	3	31
29	4	5	5	5	5	5	5	5	39
30	4	5	5	5	5	5	5	4	38
31	4	5	5	5	5	5	5	4	38
32	4	5	4	4	4	4	4	4	33
33	3	3	4	5	5	4	4	5	33
34	4	5	4	4	4	4	4	4	33
35	3	3	4	4	4	4	4	4	30
36	4	4	5	4	4	4	5	5	35
37	5	4	4	4	4	4	4	4	33
38	5	5	5	4	5	4	5	4	37
39	4	5	4	5	4	5	4	5	36
40	4	4	3	4	5	4	4	5	33
41	3	3	4	4	3	3	3	4	27
42	3	5	4	3	4	2	2	3	26
43	5	2	5	4	5	4	4	4	33
44	3	5	4	4	5	3	4	4	32
45	4	4	4	3	4	4	4	4	31



46	3	4	3	4	3	3	3	3	26
47	3	3	5	3	3	3	3	5	28
48	3	3	4	3	3	3	3	4	26
49	3	3	3	3	3	4	3	4	26
50	4	4	4	4	4	4	4	4	32
51	3	3	3	4	4	4	3	2	26
52	5	3	4	4	3	3	4	4	30
53	3	3	3	3	3	4	3	4	26
54	3	4	3	3	4	5	5	3	30
55	4	5	4	3	4	4	3	3	30
56	3	3	3	3	3	4	3	4	26
57	4	4	5	5	4	4	5	4	35
58	4	5	5	3	4	3	5	4	33
59	4	4	3	4	4	4	4	3	30
60	5	5	4	4	4	4	5	4	35
61	4	4	3	3	4	4	4	5	31
62	4	5	5	5	4	5	3	3	34
63	5	4	4	4	4	4	4	4	33
64	4	4	4	5	4	4	4	4	33
65	4	4	4	3	4	4	4	4	31
66	4	4	4	4	4	4	4	4	32
67	5	3	5	3	5	5	3	5	34
68	4	3	4	4	4	4	3	4	30
69	3	4	4	3	3	3	4	4	28
70	3	3	3	3	3	3	3	3	24
71	3	3	4	3	3	3	3	4	26
72	5	4	4	5	5	5	4	4	36
73	4	4	4	4	4	4	4	4	32
74	3	3	3	3	3	3	3	3	24
75	5	3	3	3	5	5	3	3	30
76	4	3	4	4	4	4	3	4	30
77	3	3	3	3	3	3	4	4	26
78	4	3	4	3	4	4	3	4	29
79	4	4	4	4	4	4	4	4	32
80	5	4	4	4	4	4	4	4	33
81	3	3	3	5	3	3	3	5	28
82	4	3	3	3	4	4	3	3	27
83	3	3	4	4	3	3	3	4	27
84	3	3	3	3	3	3	3	3	24
85	4	3	4	4	4	4	3	4	30
86	3	3	3	3	3	3	5	5	28
87	4	4	4	4	4	4	3	3	30
88	5	5	5	5	5	4	4	4	37
89	3	3	3	5	5	3	3	3	28
90	5	4	4	4	4	4	4	4	33
91	3	3	3	3	3	5	5	5	30
92	3	4	4	4	5	5	4	5	34
93	3	3	4	4	4	4	4	4	30
94	3	3	4	4	4	4	4	4	30
95	3	3	3	3	3	3	5	5	28
96	4	3	5	4	4	4	4	3	31





### Lampiran 3 Karakteristik Responden

#### 1. Jenis Kelamin

JENIS KELAMIN					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	93	96,9	96,9	96,9
	perempuan	3	3,1	3,1	100,0
Total		96	100,0	100,0	

#### 2. Usia Responden

USIA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 TAHUN	36	37,5	37,5	37,5
	31-40 TAHUN	25	26,0	26,0	63,5
	41-50 TAHUN	27	28,1	28,1	91,7
	51-58 TAHUN	8	8,3	8,3	100,0
Total		96	100,0	100,0	

#### 3. Lama Bekerja

MASA KERJA					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-3 Tahun	39	40,6	40,6	40,6
	4-6 Tahun	55	57,3	57,3	97,9
	7-10 Tahun	2	2,1	2,1	100,0
Total		96	100,0	100,0	

#### 4. Pendidikan Terakhir

PENDIDIKAN TERAKHIR					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	4	4,2	4,2	4,2
	SMP	17	17,7	17,7	21,9
	SMA	38	39,6	39,6	61,5
	SMK	32	33,3	33,3	94,8
	D1/S1	5	5,2	5,2	100,0
	Total	96	100,0	100,0	

## Lampiran 4 Analisis Deskriptif

### 1. Analisis Deskriptif Variabel Kompensasi (X1)

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X1.1	96	2	5	4,17	,816
X1.2	96	2	5	4,20	,720
X1.3	96	2	5	4,27	,688
X1.4	96	2	5	3,86	,936
X1.5	96	2	5	4,24	,791
X1.6	96	1	5	3,83	,854
X1.7	96	2	5	4,04	,845
X1.8	96	2	5	3,97	,760
X1	96	19	40	32,58	4,594
Valid N (listwise)	96				

### 2. Analisis Deskriptif Variabel Fleksibilitas Kerja (X2)

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X2.1	96	3	5	4,10	,657
X2.2	96	3	5	4,15	,680
X2.3	96	3	5	4,11	,630
X2.4	96	3	5	4,03	,656
X2.5	96	2	5	4,10	,703
X2.6	96	2	5	3,94	,737
X2	96	18	30	24,44	2,901
Valid N (listwise)	96				

### 3. Analisis Deskriptif Variabel Kepuasan Kerja (X3)

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
X3.1	96	2	5	3,86	,803
X3.2	96	2	5	3,85	,821
X3.3	96	3	5	4,01	,747
X3.4	96	3	5	3,91	,727
X3.5	96	3	5	3,98	,725
X3.6	96	2	5	3,92	,721
X3.7	96	2	5	3,86	,790
X3.8	96	2	5	4,06	,737
X3	96	24	40	31,46	4,093
Valid N (listwise)	96				

### 4. Analisis Deskriptif Variabel Kinerja (Y)

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Y1	96	2	5	4,09	,697
Y2	96	3	5	4,06	,612
Y3	96	3	5	4,28	,517
Y4	96	3	5	4,15	,458
Y5	96	3	5	4,23	,470
Y6	96	3	5	4,23	,470
Y7	96	3	5	4,11	,578
Y8	96	2	5	4,06	,595
Y	96	29	38	33,22	2,038
Valid N (listwise)	96				

**Lampiran 5 Uji Validitas**

**1. Uji Validitas Variabel Kompensasi (X1)**

		Correlations								
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1
X1.1	Pearson Correlation	1	.803**	.856**	.388**	.720**	.387**	.203*	.144	.768**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.047	.161	.000
	N	96	96	96	96	96	96	96	96	96
X1.2	Pearson Correlation	.803**	1	.868**	.368**	.729**	.294**	.194	.127	.741**
	Sig. (2-tailed)	.000		.000	.000	.000	.004	.058	.218	.000
	N	96	96	96	96	96	96	96	96	96
X1.3	Pearson Correlation	.856**	.868**	1	.499**	.808**	.400**	.234*	.218*	.832**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.022	.033	.000
	N	96	96	96	96	96	96	96	96	96
X1.4	Pearson Correlation	.388**	.368**	.499**	1	.527**	.774**	.300**	.497**	.777**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.003	.000	.000
	N	96	96	96	96	96	96	96	96	96
X1.5	Pearson Correlation	.720**	.729**	.808**	.527**	1	.402**	.221*	.223*	.795**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.030	.029	.000
	N	96	96	96	96	96	96	96	96	96
X1.6	Pearson Correlation	.387**	.294**	.400**	.774**	.402**	1	.316**	.430**	.717**
	Sig. (2-tailed)	.000	.004	.000	.000	.000		.002	.000	.000
	N	96	96	96	96	96	96	96	96	96
X1.7	Pearson Correlation	.203*	.194	.234*	.300**	.221*	.316**	1	.592**	.541**
	Sig. (2-tailed)	.047	.058	.022	.003	.030	.002		.000	.000
	N	96	96	96	96	96	96	96	96	96
X1.8	Pearson Correlation	.144	.127	.218*	.497**	.223*	.430**	.592**	1	.572**
	Sig. (2-tailed)	.161	.218	.033	.000	.029	.000	.000		.000
	N	96	96	96	96	96	96	96	96	96
X1	Pearson Correlation	.768**	.741**	.832**	.777**	.795**	.717**	.541**	.572**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	96	96	96	96	96	96	96	96	96

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

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



## 2. Uji Validitas Variabel Fleksibilitas Kerja (X2)

		Correlations						
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2
X2.1	Pearson Correlation	1	.437**	.429**	.334**	.250*	.122	.589**
	Sig. (2-tailed)		.000	.000	.001	.014	.235	.000
	N	96	96	96	96	96	96	96
X2.2	Pearson Correlation	.437**	1	.648**	.603**	.430**	.123	.746**
	Sig. (2-tailed)	.000		.000	.000	.000	.231	.000
	N	96	96	96	96	96	96	96
X2.3	Pearson Correlation	.429**	.648**	1	.628**	.590**	.287**	.824**
	Sig. (2-tailed)	.000	.000		.000	.000	.005	.000
	N	96	96	96	96	96	96	96
X2.4	Pearson Correlation	.334**	.603**	.628**	1	.609**	.309**	.806**
	Sig. (2-tailed)	.001	.000	.000		.000	.002	.000
	N	96	96	96	96	96	96	96
X2.5	Pearson Correlation	.250*	.430**	.590**	.609**	1	.460**	.782**
	Sig. (2-tailed)	.014	.000	.000	.000		.000	.000
	N	96	96	96	96	96	96	96
X2.6	Pearson Correlation	.122	.123	.287**	.309**	.460**	1	.554**
	Sig. (2-tailed)	.235	.231	.005	.002	.000		.000
	N	96	96	96	96	96	96	96
X2	Pearson Correlation	.589**	.746**	.824**	.806**	.782**	.554**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	96	96	96	96	96	96	96

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

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

### 3. Uji Validitas Variabel Kepuasan kerja (X3)

		Correlations								
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3
X3.1	Pearson Correlation	1	.433**	.459**	.393**	.501**	.362**	.336**	.103	.672**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.001	.316	.000
	N	96	96	96	96	96	96	96	96	96
X3.2	Pearson Correlation	.433**	1	.466**	.401**	.455**	.371**	.505**	.172	.716**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.094	.000
	N	96	96	96	96	96	96	96	96	96
X3.3	Pearson Correlation	.459**	.466**	1	.390**	.506**	.256*	.431**	.343**	.715**
	Sig. (2-tailed)	.000	.000		.000	.000	.012	.000	.001	.000
	N	96	96	96	96	96	96	96	96	96
X3.4	Pearson Correlation	.393**	.401**	.390**	1	.476**	.327**	.345**	.168	.645**
	Sig. (2-tailed)	.000	.000	.000		.000	.001	.001	.101	.000
	N	96	96	96	96	96	96	96	96	96
X3.5	Pearson Correlation	.501**	.455**	.506**	.476**	1	.541**	.418**	.219*	.759**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.032	.000
	N	96	96	96	96	96	96	96	96	96
X3.6	Pearson Correlation	.362**	.371**	.256*	.327**	.541**	1	.424**	.248*	.648**
	Sig. (2-tailed)	.000	.000	.012	.001	.000		.000	.015	.000
	N	96	96	96	96	96	96	96	96	96
X3.7	Pearson Correlation	.336**	.505**	.431**	.345**	.418**	.424**	1	.467**	.733**
	Sig. (2-tailed)	.001	.000	.000	.001	.000	.000		.000	.000
	N	96	96	96	96	96	96	96	96	96
X3.8	Pearson Correlation	.103	.172	.343**	.168	.219*	.248*	.467**	1	.500**
	Sig. (2-tailed)	.316	.094	.001	.101	.032	.015	.000		.000
	N	96	96	96	96	96	96	96	96	96
X3	Pearson Correlation	.672**	.716**	.715**	.645**	.759**	.648**	.733**	.500**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	96	96	96	96	96	96	96	96	96

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

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

#### 4. Uji Validitas Kinerja (Y)

		Correlations								
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y
Y1	Pearson Correlation	1	.470**	.505**	.451**	.320**	.389**	.206*	.473**	.657**
	Sig. (2-tailed)		.000	.000	.000	.002	.000	.044	.000	.000
	N	96	96	96	96	96	96	96	96	96
Y2	Pearson Correlation	.470**	1	.604**	.565**	.382**	.342**	.542**	.394**	.732**
	Sig. (2-tailed)	.000		.000	.000	.000	.001	.000	.000	.000
	N	96	96	96	96	96	96	96	96	96
Y3	Pearson Correlation	.505**	.604**	1	.680**	.616**	.544**	.440**	.536**	.838**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000
	N	96	96	96	96	96	96	96	96	96
Y4	Pearson Correlation	.451**	.565**	.680**	1	.519**	.622**	.451**	.394**	.797**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000
	N	96	96	96	96	96	96	96	96	96
Y5	Pearson Correlation	.320**	.382**	.616**	.519**	1	.691**	.496**	.383**	.746**
	Sig. (2-tailed)	.002	.000	.000	.000		.000	.000	.000	.000
	N	96	96	96	96	96	96	96	96	96
Y6	Pearson Correlation	.389**	.342**	.544**	.622**	.691**	1	.410**	.392**	.748**
	Sig. (2-tailed)	.000	.001	.000	.000	.000		.000	.000	.000
	N	96	96	96	96	96	96	96	96	96
Y7	Pearson Correlation	.206*	.542**	.440**	.451**	.496**	.410**	1	.405**	.671**
	Sig. (2-tailed)	.044	.000	.000	.000	.000	.000		.000	.000
	N	96	96	96	96	96	96	96	96	96
Y8	Pearson Correlation	.473**	.394**	.536**	.394**	.383**	.392**	.405**	1	.679**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000
	N	96	96	96	96	96	96	96	96	96
Y	Pearson Correlation	.657**	.732**	.838**	.797**	.746**	.748**	.671**	.679**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	96	96	96	96	96	96	96	96	96

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

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

## Lampiran 6 Uji Realibilitas

### 1. Uji Realibilitas Variabel Kompensasi (X1)

Reliability Statistics	
Cronbach's Alpha	N of Items
,862	8

### 2. Uji Realibilitas Variabel Fleksibilitas Kerja (X2)

Reliability Statistics	
Cronbach's Alpha	N of Items
,779	7

### 3. Uji Realibilitas Variabel Kepuasan Kerja (X3)

Reliability Statistics	
Cronbach's Alpha	N of Items
,828	8

### 4. Uji Realibilitas Variabel Kinerja (Y)

Reliability Statistics	
Cronbach's Alpha	N of Items
,876	8

**Lampiran 7 Uji Normalitas, Uji Multikolinieritas, Uji Heteroskedestisitas, Uji Regresi Linear Berganda, Uji Koefisien Determinasi ( $R^2$ ), Uji t (parsial), Uji f (simultan).**

**1. Uji Normaitas**

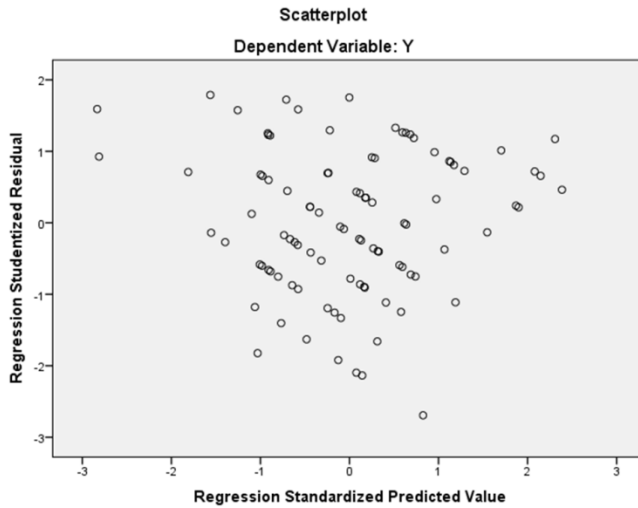
One-Sample Kolmogorov-Smirnov Test	
	Unstandardized Residual
N	96
Normal Mean	,0000000
Parameter Std. Deviation	1,57962943
s <sup>a,b</sup>	
Most Absolute	,074
Extreme Positive	,039
Difference Negative	-,074
Test Statistic	,074
Asymp. Sig. (2-tailed)	.200 <sup>c,d</sup>
a. Test distribution is Normal.	
b. Calculated from data.	
c. Lilliefors Significance Correction.	
d. This is a lower bound of the true significance.	

**2. Uji Multikolinieritas**

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	16,724	2,342		7,142	,000		
	X1	,245	,036	,553	6,716	,000	,965	1,037
	X2	,149	,058	,213	2,577	,012	,959	1,042
	X3	,154	,040	,310	3,822	,000	,992	1,008

a. Dependent Variable: Y

### 3. Uji Heteroskedastisitas



### 4. Uji Regresi Linear berganda

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,724	2,342		7,142	,000
	X1	,245	,036	,553	6,716	,000
	X2	,149	,058	,213	2,577	,012
	X3	,154	,040	,310	3,822	,000

a. Dependent Variable: Y

### 5. Uji Koefisien Determinasi (R<sup>2</sup>)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,632 <sup>a</sup>	,399	,379	1,60518

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

## 6. Uji Parsial (Uji t)

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,724	2,342		7,142	,000
	X1	,245	,036	,553	6,716	,000
	X2	,149	,058	,213	2,577	,012
	X3	,154	,040	,310	3,822	,000

a. Dependent Variable: Y

## 7. Uji Simultan (Uji F)

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	157,359	3	52,453	20,358	,000 <sup>b</sup>
	Residual	237,047	92	2,577		
	Total	394,406	95			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X1, X2

## Lampiran 8 Hasil Turnitin

### PENGARUH KOMPENSASI, FLEKSIBILITAS KERJA, DAN KEPUASAN KERJA TERHADAP KINERJA DRIVER GOJEK DI SURABAYA

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Lampiran 9 Kartu Bimbingan



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Kampus: Jl. Semolowaru 45 Surabaya 60118, Telp (031) 5925289, 081216781170 E-mail: feb@untag-sby.ac.id

**SEMESTER**  
~~Gasal / Genap~~  
**2022, 2023**

**KARTU BIMBINGAN SKRIPSI**

**Nama Mahasiswa / NBI:** Engelita Vanda / 121900042 /

**Nama Pembimbing:** Dr. Estik Hari Prastiwi, MM

**Judul Skripsi:** pengaruh kompensasi, fleksibilitas kerja, dan kepuasan kerja terhadap kinerja driver Gojek di Surabaya.

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

No.	HARI / TANGGAL	KONSENTRASI		PARAF
		BAB / HAL	KETERANGAN REVISI	
1	3-3-2023	proposal	Revisi	dk
2	10-3-2023	proposal	Revisi	dk
3	13-3-2023	proposal	Revisi	dk
4	24-3-2023	proposal	Revisi	dk
5	25-3-2023	proposal	Acc	dk
6	10-5-2023	Bab I, II, III	Revisi	dk
7	17-5-2023	Bab I, II, III	Acc	dk
8	7-6-2023	Bab IV, V	Revisi	dk
9	14-6-2023	Bab IV, V	Acc	dk

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

Semester \_\_\_\_\_

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

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

Surabaya, .....

( Nama dan tanda tangan Pembimbing )