LAMPIRAN

Lampiran 1

KUESIONER PENELITIAN

Pengaruh Lingkungan Kerja Non Fisik dan Insentif Non Material Terhadap Kepuasan Kerja Karyawan PT Bukit Asam Tbk Unit Pelabuhan Tarahan Bandar Lampung.

Identitas Responden

Nama Responden : ……

Usia : ……. Tahun

Jenis Kelamin : ☐ Pria ☐ Wanita

Pendidikan Terakhir : ☐ SMA ☐ D3 ☐ S1 ☐ S2 lainnya…..

Lama Bekerja : ……Tahun

Status Pernikahan : ☐ Menikah ☐ Belum Menikah

Bagian/ seksi : …….

Petunjuk pengisian kuesioner

1. Mohon diberi tanda cklist (√) pada kolom jawaban Bapak/ Ibu anggap paling sesuai. Pendapatan Bapak/Ibu dinyatakan dalam skala 1 s/d 5 yang memiliki makna:

Sangat Setuju	(SS)	= 5
Setuju	(S)	= 4
Netral	(N)	= 3
Tidak Setuju	(TS)	= 2
Sangat Tidak Setuju	(STS)	= 1

2. Setiap pertanyaan hanya membutuhkan satu jawaban saja.
3. Mohon memberikan jawaban yang sebenarnya
4. Setelah mengisi kuesioner mohon Bapak/ibu berikan kepada yang menyerahkan Kuesioner.

A. Lingkungan Kerja Non Fisik

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
1.	Kebijakan dan aturan kerja diperusahaan ini sangat jelas					
2.	Pekerjakan yang dilakukan di perusahaan secara bertahap atau terstruktur					
3.	Setiap unit kerja diperusahaan ini memiliki standar kinerja yang jelas					
4.	Pembagian kerja antar karyawan di perusahaan ini tidak diskriminatif					
5.	Pengaturan unit kerja di perusahaan ini tertata rapih					
6.	Atasan bertanggung jawab menyusun tugas karyawan agar efektif.					
7.	Atasan memberikan dukungan dan bimbingan kepada karyawan dalam menyelesaikan pekerjaannya.					
8.	Penerapan sistem kerja pada setiap unit kerja di perusahaan ini sangat sistematis					
9.	Di perusahaan ini sangat mengedepankan kerja sama tim					
10.	hubungan kerja antara atasan dengan bawahan berjalan dengan baik					

B. Insentif Non Material

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
1.	Situasi ditempat kerja sudah cukup nyaman					
2.	Saya merasakan lingkungan kerja yang kondusif yang dapat menunjang kinerja saya					
3.	Rekan kerja saya di kantor ini menyenangkan dan mudah diajak bekerjasama					
4.	Perusahaan selalu menyediakan kesempatan untuk rekreasi bagi karyawan					
5.	Perusahaan memberikan kesempatan untuk seluruh karyawan untuk mengikuti pelatihan dan pendidikan					
6.	Perusahaan memberikan perlengkapan untuk bekerja pada tempat keja					
7.	Setiap penghargaan diberikan secara adil kepada karyawan					
8.	Atasan selalu memberikan ucapan terimakasih baik secara formal maupun informal kepada bawahan					
9.	Saya merasa nyaman bekerja disini karena banyaknya peluang untuk maju dan mengembangkan karir					
10.	Perusahaan memberikan apresiasi kepada karyawan yang berprestasi berupa medali atau penghargaan					

C. Kepuasan Kerja

No	Pernyataan	SS	S	N	TS	STS
		5	4	3	2	1
1.	Kemampuan saya sesuai dengan pekerjaan saya					
2.	Perusahaan memberikan feedback atas hasil kerja saya					
3.	Perusahaan memberikan proses kenaikan jabatan yang terbuka lebar dan mudah					
4.	Gaji yang sesuai dengan keterampilan dan kemampuan saya					
5.	Saya menerima promosi jabatan atas dasar prestasi saya					
6.	Gaji yang saya terima sesuai dengan tuntutan pekerjaan saya					
7.	Atasan dalam membina hubungan dengan bawahan terhadap upaya keberhasilan kerja di perusahaan ini					
8.	Atasan saya menghargai pekerjaan bawahannya					
9.	Saya memiliki rekan kerja yang kooperatif					
10.	Adanya suasana kekeluargaan di kantor					

Lampiran 2

Hasil Jawaban Responden Variabel Lingkungan Kerja Non Fisik (X1) 74 responden

Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
1	4	4	4	3	4	5	5	2	5	5	41
2	4	3	4	4	4	4	4	4	4	4	39
3	2	2	2	2	3	2	2	2	2	2	21
4	4	4	4	3	4	4	3	3	4	4	37
5	4	4	3	4	4	4	4	3	4	4	38
6	3	2	3	2	3	2	3	2	3	2	25
7	4	5	4	4	3	4	4	3	4	4	39
8	4	4	4	4	4	4	5	5	2	4	40
9	3	3	3	3	3	3	3	3	3	3	30
10	3	2	3	4	3	4	3	2	3	4	31
11	4	3	4	3	3	3	4	4	4	3	35
12	3	4	4	4	3	4	3	4	4	4	37
13	4	3	4	3	3	4	2	5	2	4	34
14	4	4	3	4	3	4	4	4	4	4	38
15	2	3	2	3	3	3	2	2	2	3	25
16	2	2	2	3	3	3	2	3	2	3	25
17	2	3	3	3	2	3	2	2	3	3	26
18	2	2	2	2	3	2	2	2	2	2	21
19	4	4	4	4	3	4	4	4	4	4	39
20	4	3	4	3	3	4	3	3	4	4	35
21	4	5	4	4	3	4	4	4	5	4	41
22	4	4	4	2	3	4	4	3	4	4	36
23	3	3	4	3	4	4	3	3	3	4	34
24	4	4	4	4	4	4	4	3	4	4	39
25	4	3	4	4	4	4	4	4	5	4	40
26	3	2	4	2	3	2	3	3	4	4	30
27	4	3	3	3	4	3	4	4	2	3	33
28	3	3	3	3	3	3	3	3	3	3	30
29	5	3	3	5	5	5	5	5	4	3	43
30	3	4	4	5	3	5	2	3	3	4	36
31	5	4	5	3	5	3	5	5	4	5	44
32	2	3	3	3	3	4	2	3	3	3	29
33	5	2	4	4	5	4	5	5	5	4	43
34	3	4	3	3	4	3	4	3	4	2	33
35	4	4	4	2	2	3	2	3	3	4	31

36	2	2	3	2	2	2	2	2	4	3	24
37	2	2	3	2	2	3	3	4	2	2	25
38	2	2	2	2	2	2	2	2	3	2	21
39	4	3	4	4	4	4	4	4	4	4	39
40	3	4	4	4	3	4	2	4	3	4	35
41	4	5	4	5	4	5	4	2	4	4	41
42	4	4	4	3	2	4	4	4	3	2	34
43	4	5	5	5	3	3	4	2	3	4	38
44	5	5	4	4	5	5	5	5	4	5	47
45	2	4	4	2	4	4	4	4	4	4	36
46	2	4	2	4	2	4	3	3	2	2	28
47	4	4	4	4	2	4	4	4	4	4	38
48	3	4	2	5	4	2	4	2	4	4	34
49	4	2	3	2	2	4	4	4	2	4	31
50	3	4	4	4	4	3	5	4	4	3	38
51	5	5	5	2	5	5	4	4	5	5	45
52	2	2	2	4	2	2	3	4	2	5	28
53	2	4	2	2	3	3	2	4	3	3	28
54	3	5	3	4	3	4	4	4	5	5	40
55	4	4	4	4	4	2	4	4	4	2	36
56	4	2	2	2	3	4	2	3	4	2	28
57	4	3	3	3	4	4	3	5	3	3	35
58	3	3	2	3	2	2	3	2	2	3	25
59	5	3	4	5	5	4	4	5	5	3	43
60	2	4	4	5	4	4	4	4	3	4	38
61	5	5	5	3	5	4	4	5	5	5	46
62	4	3	3	3	3	4	3	3	3	3	32
63	5	3	3	4	5	4	3	5	5	3	40
64	2	3	5	3	3	2	4	2	4	3	31
65	4	4	4	3	4	3	4	4	4	4	38
66	5	3	3	4	5	4	4	5	3	5	41
67	4	3	2	3	3	2	3	5	5	4	34
68	5	5	5	3	5	4	4	5	2	5	43
69	4	3	3	2	4	4	4	4	4	2	34
70	4	5	5	3	4	5	5	2	3	5	41
71	3	3	4	3	3	2	3	3	3	4	31
72	5	4	4	3	4	4	4	4	5	4	41
73	4	5	5	5	4	5	3	4	4	5	44
74	3	3	5	3	3	2	2	3	2	3	29
Jumlah	261	256	261	246	254	261	255	259	259	266	

Hasil Jawaban Responden Variabel Insentif Non Material (X2) 74 responden

Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
1	3	2	5	4	4	2	3	3	4	4	34
2	4	3	3	3	4	3	4	4	4	3	35
3	3	3	2	2	2	3	3	3	3	4	28
4	5	3	3	5	5	5	5	5	5	4	45
5	3	4	4	4	4	5	2	3	3	4	36
6	5	5	4	4	4	3	5	5	4	5	44
7	3	3	3	3	5	3	3	3	3	2	31
8	5	3	3	3	5	4	5	5	5	3	41
9	3	3	4	2	3	3	3	3	3	2	29
10	4	4	4	5	4	3	4	4	4	4	40
11	5	3	3	4	5	4	5	5	5	3	42
12	3	3	2	4	2	3	3	3	2	4	29
13	5	5	5	3	5	3	5	5	5	5	46
14	4	3	4	2	3	2	3	4	4	3	32
15	4	5	4	2	4	3	4	4	4	5	39
16	3	3	3	3	3	3	3	3	3	4	31
17	4	4	3	4	5	3	4	4	4	4	39
18	4	5	5	5	4	5	4	4	4	5	45
19	3	3	3	2	3	3	3	3	3	4	30
20	3	3	2	3	2	3	3	3	3	3	28
21	4	5	5	4	4	3	4	4	3	5	41
22	5	5	5	5	5	5	5	5	5	5	50
23	3	4	5	3	4	3	2	3	2	2	31
24	4	4	4	2	3	3	4	4	4	4	36
25	3	3	4	3	3	3	3	3	3	4	32
26	5	3	3	4	5	3	5	5	5	3	41
27	5	2	2	5	4	5	5	5	4	2	39
28	4	4	5	4	4	5	4	4	3	5	42
29	4	3	3	3	2	3	4	5	4	3	34
30	3	2	2	2	3	2	3	3	3	2	25
31	5	5	4	4	5	5	5	5	4	5	47
32	4	4	3	4	4	4	4	4	4	4	39
33	2	2	2	2	2	2	3	2	2	2	21
34	4	4	4	4	4	4	4	4	4	4	40
35	4	3	4	5	4	4	4	4	4	4	40
36	3	3	3	2	3	3	3	2	3	3	28
37	4	4	4	4	4	4	5	4	4	4	41
38	4	4	4	4	4	4	4	4	4	4	40

39	3	3	3	3	3	3	4	3	3	2	30
40	3	3	3	4	3	3	2	4	3	3	31
41	4	4	4	3	4	4	4	3	4	4	38
42	4	4	4	4	4	3	4	4	4	4	39
43	4	4	3	4	4	4	4	4	3	4	38
44	4	4	4	4	4	4	4	4	4	4	40
45	2	2	2	3	2	2	3	3	2	2	23
46	2	2	2	3	2	2	2	3	2	2	22
47	2	2	2	3	2	2	2	3	2	2	22
48	2	2	2	2	2	2	2	2	2	2	20
49	4	4	4	4	4	4	3	4	4	4	39
50	4	3	4	4	4	3	4	4	4	4	38
51	4	4	5	3	4	4	5	4	5	4	42
52	4	4	4	4	4	4	4	4	4	4	40
53	4	3	3	2	4	4	4	4	4	4	36
54	4	4	4	4	4	3	5	4	4	4	40
55	5	5	5	2	5	5	4	4	5	5	45
56	4	4	4	4	4	5	5	3	2	2	37
57	4	4	5	5	4	4	4	4	4	4	42
58	3	3	4	4	3	2	2	2	3	4	30
59	4	4	5	5	4	4	4	3	4	4	41
60	4	4	4	3	4	4	4	3	5	3	38
61	4	4	4	3	3	2	3	2	2	3	30
62	4	4	4	5	3	4	4	3	3	4	38
63	4	4	4	3	4	4	4	4	4	4	39
64	4	4	4	5	3	3	3	3	4	3	36
65	4	4	4	4	3	4	3	4	4	2	36
66	3	4	4	4	3	3	4	4	2	4	35
67	4	4	4	3	3	4	4	4	4	3	37
68	3	3	5	3	2	4	3	5	3	4	35
69	4	4	3	3	3	4	4	4	4	4	37
70	3	3	4	2	3	3	2	2	2	2	26
71	4	4	3	3	3	3	2	2	4	3	31
72	3	4	4	4	2	3	4	5	3	3	35
73	4	4	3	3	4	2	4	3	3	4	34
74	3	3	2	4	3	4	2	4	3	2	30
Jumlah	275	263	267	257	263	253	270	271	262	260	

Hasil Jawaban Responden Variabel Kepuasan Kerja (Y) 74 Responden

Responden	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	TOTAL
1	5	5	4	2	4	5	5	5	4	5	44
2	4	4	3	4	4	4	4	3	4	3	37
3	2	2	2	2	2	3	3	2	2	4	24
4	4	4	4	4	2	4	2	4	4	2	34
5	4	3	4	5	3	4	4	4	4	2	37
6	3	3	3	2	3	3	3	2	3	3	28
7	4	4	4	3	4	4	5	4	4	4	40
8	4	4	4	4	5	5	4	4	4	3	41
9	3	3	3	3	3	3	4	3	3	2	30
10	3	3	3	4	2	3	2	4	3	3	30
11	4	4	4	3	2	4	4	3	4	4	36
12	4	4	4	4	4	3	4	4	4	4	39
13	4	4	3	4	4	4	5	4	3	5	40
14	4	4	4	4	3	3	4	4	4	4	38
15	2	2	2	3	4	2	3	3	2	2	25
16	2	2	2	3	2	2	2	3	2	2	22
17	2	2	2	3	3	4	2	3	2	2	25
18	2	2	2	2	2	2	3	2	2	2	21
19	4	4	4	4	4	4	3	4	4	4	39
20	4	3	4	4	5	3	4	4	4	5	40
21	4	4	5	3	4	4	5	4	5	4	42
22	4	4	4	4	3	4	4	4	4	4	39
23	4	3	3	2	4	4	4	4	4	3	35
24	4	4	4	4	4	3	5	4	4	4	40
25	5	5	5	2	2	5	4	4	5	5	42
26	5	5	5	4	5	5	5	4	5	5	48
27	5	5	4	4	4	5	5	4	5	4	45
28	2	2	2	3	2	2	2	2	2	2	21
29	2	2	2	2	3	2	3	2	2	2	22
30	3	3	3	3	4	3	2	3	3	3	30
31	4	4	4	3	4	5	5	3	5	5	42
32	4	3	2	4	2	4	2	3	4	4	32
33	2	2	2	2	3	2	2	2	2	2	21
34	2	4	2	2	4	4	3	3	4	4	32
35	4	2	3	4	4	2	4	2	4	2	31
36	3	2	4	2	5	2	3	2	3	2	28
37	3	5	2	2	3	4	4	3	4	4	34
38	2	4	4	4	2	4	2	4	4	3	33

39	2	3	3	3	4	2	2	2	3	3	27
40	3	2	2	2	2	4	3	4	3	4	29
41	4	3	2	3	4	3	4	4	4	2	33
42	3	4	2	4	3	4	3	4	4	4	35
43	4	2	2	3	2	2	2	5	3	5	30
44	4	4	3	4	2	4	2	4	4	4	35
45	2	3	2	3	3	4	4	2	2	3	28
46	2	2	2	2	4	3	2	2	2	4	25
47	2	3	3	4	2	2	3	2	2	3	26
48	2	2	2	2	3	2	2	2	2	2	21
49	2	4	3	2	4	2	3	4	2	4	30
50	3	4	2	4	3	4	3	3	4	3	33
51	4	5	4	2	4	4	2	4	2	2	33
52	2	4	4	4	3	2	2	3	2	4	30
53	3	3	2	2	3	2	3	3	3	2	26
54	5	4	2	4	4	2	5	3	4	2	35
55	5	5	4	5	4	4	5	2	5	5	44
56	4	4	3	4	4	4	4	5	5	4	41
57	5	5	4	5	4	4	5	4	4	4	44
58	3	4	3	4	3	3	4	2	3	4	33
59	4	3	3	4	5	4	3	4	4	5	39
60	4	4	4	4	4	4	4	3	3	5	39
61	4	5	5	5	4	4	5	4	4	5	45
62	4	4	5	5	4	5	2	4	4	5	42
63	4	4	5	5	4	4	5	3	4	4	42
64	3	3	2	4	4	4	4	3	3	4	34
65	4	3	3	4	3	3	4	3	3	3	33
66	4	3	2	3	4	4	2	3	3	3	31
67	3	3	5	3	4	5	4	3	4	4	38
68	3	3	2	3	3	3	2	4	4	4	31
69	4	4	4	4	5	5	4	4	4	5	43
70	4	4	3	3	4	4	2	3	4	4	35
71	4	4	4	4	4	5	4	4	4	4	41
72	4	4	5	4	4	5	4	4	3	5	42
73	3	4	3	4	5	4	3	4	4	4	38
74	3	3	2	3	4	4	2	3	3	4	31
jumlah	253	257	236	249	257	261	251	246	256	263	

Lampiran 3

Hasil Jawaban Responden Berdasarkan Jenis Kelamin

Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	55	74.3	74.3	74.3
	Perempuan	19	25.7	25.7	100.0
	Total	74	100.0	100.0	

Lampiran 4

Hasil Jawaban Responden Berdasarkan Usia

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30 Tahun	29	39.2	39.2	39.2
	31-40 Tahun	39	52.7	52.7	91.9
	41-50 Tahun	6	8.1	8.1	100.0
	Total	74	100.0	100.0	

Lampiran 5

Hasil Uji Validitas

Variabel Lingkungan Kerja Non Fisik (X1)

Correlations

		LK1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LK9	LK10	TOTAL
LK1	Pearson Correlation	1	.560**	.659**	.483**	.603**	.651**	.821**	.575**	.601**	.558**	.891**
	Sig. (2-tailed)		.001	.000	.007	.000	.000	.000	.000	.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK2	Pearson Correlation	.560**	1	.575**	.533**	.153	.660**	.511**	.345	.525**	.626**	.747**
	Sig. (2-tailed)	.001		.001	.002	.420	.000	.004	.062	.003	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK3	Pearson Correlation	.659**	.575**	1	.318	.208	.565**	.478**	.454*	.626**	.757**	.756**
	Sig. (2-tailed)	.000	.001		.087	.269	.001	.008	.012	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK4	Pearson Correlation	.483**	.533**	.318	1	.382*	.764**	.412*	.510**	.337	.468**	.703**
	Sig. (2-tailed)	.007	.002	.087		.037	.000	.024	.004	.068	.009	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK5	Pearson Correlation	.603**	.153	.208	.382*	1	.465**	.632**	.405*	.235	.260	.566**
	Sig. (2-tailed)	.000	.420	.269	.037		.010	.000	.026	.212	.165	.001
	N	30	30	30	30	30	30	30	30	30	30	30
LK6	Pearson Correlation	.651**	.660**	.565**	.764**	.465**	1	.505**	.423*	.491**	.765**	.841**
	Sig. (2-tailed)	.000	.000	.001	.000	.010		.004	.020	.006	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK7	Pearson Correlation	.821**	.511**	.478**	.412*	.632**	.505**	1	.487**	.594**	.461*	.799**
	Sig. (2-tailed)	.000	.004	.008	.024	.000	.004		.006	.001	.010	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK8	Pearson Correlation	.575**	.345	.454*	.510**	.405*	.423*	.487**	1	.160	.306	.645**
	Sig. (2-tailed)	.000	.062	.012	.004	.026	.020	.006		.399	.101	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK9	Pearson Correlation	.601**	.525**	.626**	.337	.235	.491**	.594**	.160	1	.597**	.706**
	Sig. (2-tailed)	.000	.003	.000	.068	.212	.006	.001	.399		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
LK10	Pearson Correlation	.558**	.626**	.757**	.468**	.260	.765**	.461*	.306	.597**	1	.773**
	Sig. (2-tailed)	.001	.000	.000	.009	.165	.000	.010	.101	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.891**	.747**	.756**	.703**	.566**	.841**	.799**	.645**	.706**	.773**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

Variabel Insentif Non Material (X2)

Correlations

		I1	I2	I3	I4	I5	I6	I7	I8	I9	I10	TOTAL
I1	Pearson Correlation	1	.314	.132	.471**	.630**	.429*	.948**	.976**	.854**	.232	.849**
	Sig. (2-tailed)		.091	.486	.009	.000	.018	.000	.000	.000	.217	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I2	Pearson Correlation	.314	1	.654**	.213	.311	.258	.256	.283	.147	.715**	.619**
	Sig. (2-tailed)	.091		.000	.259	.095	.169	.173	.130	.439	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I3	Pearson Correlation	.132	.654**	1	.198	.361*	.135	.034	.106	.117	.505**	.497**
	Sig. (2-tailed)	.486	.000		.294	.050	.478	.857	.577	.537	.004	.005
	N	30	30	30	30	30	30	30	30	30	30	30
I4	Pearson Correlation	.471**	.213	.198	1	.489**	.631**	.455*	.441*	.326	.291	.666**
	Sig. (2-tailed)	.009	.259	.294		.006	.000	.012	.015	.079	.119	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I5	Pearson Correlation	.630**	.311	.361*	.489**	1	.390*	.563**	.539**	.621**	.122	.731**
	Sig. (2-tailed)	.000	.095	.050	.006		.033	.001	.002	.000	.520	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I6	Pearson Correlation	.429*	.258	.135	.631**	.390*	1	.380*	.400*	.267	.241	.603**
	Sig. (2-tailed)	.018	.169	.478	.000	.033		.038	.028	.154	.200	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I7	Pearson Correlation	.948**	.256	.034	.455*	.563**	.380*	1	.930**	.837**	.275	.804**
	Sig. (2-tailed)	.000	.173	.857	.012	.001	.038		.000	.000	.142	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I8	Pearson Correlation	.976**	.283	.106	.441*	.539**	.400*	.930**	1	.842**	.198	.808**
	Sig. (2-tailed)	.000	.130	.577	.015	.002	.028	.000		.000	.293	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I9	Pearson Correlation	.854**	.147	.117	.326	.621**	.267	.837**	.842**	1	.191	.736**
	Sig. (2-tailed)	.000	.439	.537	.079	.000	.154	.000	.000		.311	.000
	N	30	30	30	30	30	30	30	30	30	30	30
I10	Pearson Correlation	.232	.715**	.505**	.291	.122	.241	.275	.198	.191	1	.567**
	Sig. (2-tailed)	.217	.000	.004	.119	.520	.200	.142	.293	.311		.001
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.849**	.619**	.497**	.666**	.731**	.603**	.804**	.808**	.736**	.567**	1
	Sig. (2-tailed)	.000	.000	.005	.000	.000	.000	.000	.000	.000	.001	
	N	30	30	30	30	30	30	30	30	30	30	30

Variabel Kepuasan Kera (Y)

Correlations

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	TOTAL
KK1	Pearson Correlation	1	.954**	.904**	.383*	.470**	.825**	.734**	.816**	.950**	.721**	.966**
	Sig. (2-tailed)		.000	.000	.036	.009	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK2	Pearson Correlation	.954**	1	.877**	.337	.402*	.812**	.700**	.750**	.900**	.725**	.930**
	Sig. (2-tailed)	.000		.000	.069	.028	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK3	Pearson Correlation	.904**	.877**	1	.402*	.394*	.717**	.648**	.756**	.953**	.668**	.910**
	Sig. (2-tailed)	.000	.000		.028	.031	.000	.000	.000	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK4	Pearson Correlation	.383*	.337	.402*	1	.333	.234	.184	.498**	.394*	.111	.463*
	Sig. (2-tailed)	.036	.069	.028		.072	.213	.331	.005	.031	.560	.010
	N	30	30	30	30	30	30	30	30	30	30	30
KK5	Pearson Correlation	.470**	.402*	.394*	.333	1	.380*	.575**	.480**	.447*	.421*	.610**
	Sig. (2-tailed)	.009	.028	.031	.072		.038	.001	.007	.013	.020	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK6	Pearson Correlation	.825**	.812**	.717**	.234	.380*	1	.561**	.672**	.773**	.553**	.812**
	Sig. (2-tailed)	.000	.000	.000	.213	.038		.001	.000	.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK7	Pearson Correlation	.734**	.700**	.648**	.184	.575**	.561**	1	.558**	.689**	.678**	.797**
	Sig. (2-tailed)	.000	.000	.000	.331	.001	.001		.001	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK8	Pearson Correlation	.816**	.750**	.756**	.498**	.480**	.672**	.558**	1	.751**	.570**	.842**
	Sig. (2-tailed)	.000	.000	.000	.005	.007	.000	.001		.000	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK9	Pearson Correlation	.950**	.900**	.953**	.394*	.447*	.773**	.689**	.751**	1	.638**	.933**
	Sig. (2-tailed)	.000	.000	.000	.031	.013	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
KK10	Pearson Correlation	.721**	.725**	.668**	.111	.421*	.553**	.678**	.570**	.638**	1	.769**
	Sig. (2-tailed)	.000	.000	.000	.560	.020	.002	.000	.001	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.966**	.930**	.910**	.463*	.610**	.812**	.797**	.842**	.933**	.769**	1
	Sig. (2-tailed)	.000	.000	.000	.010	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

Lampiran 6

Hasil Uji Reliabelitas

Variabel Lingkungan Kerja Non Fisik (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.908	10

Variabel Insentif Non Material (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.870	10

Variabel Kepuasan Kerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.939	10

Lampiran 7

Hasil Uji Linieritas

Lingkungan Kerja Non Fisik Terhadap Kepuasan Kerja

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KEPUASAN_KERJA * LINGKUNGAN_KERJA_NON FISIK	Between Groups	(Combined)	1301.171	22	59.144	1.401	.160
		Linearity	514.672	1	514.672	12.188	.001
		Deviation from Linearity	786.499	21	37.452	.887	.607
	Within Groups		2153.545	51	42.226		
	Total		3454.716	73			

Insentif Non Material Terhadap Kepuasan Kerja

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
KEPUASAN_KERJA * INSENTIF_NONMATERIAL	Between Groups	(Combined)	1215.623	24	50.651	1.108	.370
		Linearity	345.380	1	345.380	7.558	.008
		Deviation from Linearity	870.243	23	37.837	.828	.682
	Within Groups		2239.093	49	45.696		
	Total		3454.716	73			

Lampiran 8

Hasil Uji Multikolinieritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.626	5.591		1.185	.240		
	LINGKUNGAN_KERJA_NONFISIK	.430	.110	.400	3.913	.000	.998	1.002
	INSENTIF_NONMATERIAL	.352	.108	.333	3.258	.002	.998	1.002

a. Dependent Variable: KEPUASAN_KERJA

Lampiran 9

Hasil Pengolahan Regresi Linier Berganda

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	INSENTIF_NONMATERIAL, LINGKUNGAN_KERJA_NONFISIK[b]	.	Enter

a. Dependent Variable: KEPUASAN_KERJA

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.510[a]	.260	.239	6.002

a. Predictors: (Constant), INSENTIF_NONMATERIAL, LINGKUNGAN_KERJA_NONFISIK

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	897.084	2	448.542	12.452	.000[b]
	Residual	2557.632	71	36.023		
	Total	3454.716	73			

a. Dependent Variable: KEPUASAN_KERJA

b. Predictors: (Constant), INSENTIF_NONMATERIAL, LINGKUNGAN_KERJA_NONFISIK

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.626	5.591		1.185	.240
	LINGKUNGAN_KERJA_NONFISIK	.430	.110	.400	3.913	.000
	INSENTIF_NONMATERIAL	.352	.108	.333	3.258	.002

a. Dependent Variable: KEPUASAN_KERJA

Lampiran 10

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

Lampiran 11

t Tabel

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	0.6805	1.3025	1.6828	2.0195	2.4208	2.7011	3.3012
42	0.6803	1.3020	1.6819	2.0180	2.4184	2.6980	3.2959
43	0.6802	1.3015	1.6810	2.0166	2.4162	2.6951	3.2908
44	0.6801	1.3010	1.6802	2.0153	2.4141	2.6922	3.2860
45	0.6799	1.3006	1.6794	2.0141	2.4121	2.6895	3.2814
46	0.6798	1.3002	1.6786	2.0129	2.4101	2.6870	3.2771
47	0.6797	1.2998	1.6779	2.0117	2.4083	2.6845	3.2729
48	0.6796	1.2994	1.6772	2.0106	2.4065	2.6822	3.2689
49	0.6795	1.2990	1.6765	2.0095	2.4048	2.6799	3.2650
50	0.6794	1.2987	1.6759	2.0085	2.4032	2.6777	3.2614
51	0.6793	1.2983	1.6752	2.0075	2.4017	2.6757	3.2578
52	0.6792	1.2980	1.6746	2.0066	2.4002	2.6737	3.2545
53	0.6791	1.2977	1.6741	2.0057	2.3987	2.6718	3.2512
54	0.6790	1.2974	1.6735	2.0048	2.3974	2.6699	3.2481
55	0.6789	1.2971	1.6730	2.0040	2.3960	2.6682	3.2451
56	0.6789	1.2968	1.6725	2.0032	2.3948	2.6665	3.2422
57	0.6788	1.2965	1.6720	2.0024	2.3935	2.6648	3.2394
58	0.6787	1.2963	1.6715	2.0017	2.3923	2.6632	3.2368
59	0.6786	1.2960	1.6710	2.0010	2.3912	2.6617	3.2342
60	0.6786	1.2958	1.6706	2.0003	2.3901	2.6602	3.2317
61	0.6785	1.2955	1.6702	1.9996	2.3890	2.6588	3.2293
62	0.6784	1.2953	1.6698	1.9989	2.3880	2.6574	3.2269
63	0.6784	1.2951	1.6694	1.9983	2.3870	2.6561	3.2247
64	0.6783	1.2949	1.6690	1.9977	2.3860	2.6548	3.2225
65	0.6782	1.2947	1.6686	1.9971	2.3851	2.6536	3.2204
66	0.6782	1.2945	1.6682	1.9965	2.3841	2.6523	3.2183
67	0.6781	1.2943	1.6679	1.9960	2.3833	2.6512	3.2163
68	0.6781	1.2941	1.6675	1.9954	2.3824	2.6500	3.2144
69	0.6780	1.2939	1.6672	1.9949	2.3816	2.6489	3.2126
70	0.6780	1.2937	1.6669	1.9944	2.3808	2.6479	3.2107
71	0.6779	1.2935	1.6666	1.9939	2.3800	2.6468	3.2090
72	0.6779	1.2934	**1.6662**	1.9934	2.3792	2.6458	3.2073
73	0.6778	1.2932	1.6660	1.9930	2.3785	2.6448	3.2056
74	0.6778	1.2931	1.6657	1.9925	2.3778	2.6439	3.2040
75	0.6777	1.2929	1.6654	1.9921	2.3771	2.6429	3.2024
76	0.6777	1.2927	1.6651	1.9916	2.3764	2.6420	3.2009
77	0.6776	1.2926	1.6648	1.9912	2.3757	2.6412	3.1994
78	0.6776	1.2925	1.6646	1.9908	2.3751	2.6403	3.1980
79	0.6776	1.2923	1.6643	1.9904	2.3744	2.6395	3.1966
80	0.6775	1.2922	1.6641	1.9900	2.3738	2.6386	3.1952

Lampiran 12

f Tabel Dengan Probabilitas 0,05

Titik Persentase Distribusi F untuk Probabilita = 0,05

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04	2.00	1.97	1.94	1.91	1.89
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04	2.00	1.96	1.93	1.91	1.88
48	4.04	3.19	2.80	2.57	2.41	2.29	2.21	2.14	2.08	2.03	1.99	1.96	1.93	1.90	1.88
49	4.04	3.19	2.79	2.56	2.40	2.29	2.20	2.13	2.08	2.03	1.99	1.96	1.93	1.90	1.88
50	4.03	3.18	2.79	2.56	2.40	2.29	2.20	2.13	2.07	2.03	1.99	1.95	1.92	1.89	1.87
51	4.03	3.18	2.79	2.55	2.40	2.28	2.20	2.13	2.07	2.02	1.98	1.95	1.92	1.89	1.87
52	4.03	3.18	2.78	2.55	2.39	2.28	2.19	2.12	2.07	2.02	1.98	1.94	1.91	1.89	1.86
53	4.02	3.17	2.78	2.55	2.39	2.28	2.19	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
54	4.02	3.17	2.78	2.54	2.39	2.27	2.18	2.12	2.06	2.01	1.97	1.94	1.91	1.88	1.86
55	4.02	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.06	2.01	1.97	1.93	1.90	1.88	1.85
56	4.01	3.16	2.77	2.54	2.38	2.27	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
57	4.01	3.16	2.77	2.53	2.38	2.26	2.18	2.11	2.05	2.00	1.96	1.93	1.90	1.87	1.85
58	4.01	3.16	2.76	2.53	2.37	2.26	2.17	2.10	2.05	2.00	1.96	1.92	1.89	1.87	1.84
59	4.00	3.15	2.76	2.53	2.37	2.26	2.17	2.10	2.04	2.00	1.96	1.92	1.89	1.86	1.84
60	4.00	3.15	2.76	2.53	2.37	2.25	2.17	2.10	2.04	1.99	1.95	1.92	1.89	1.86	1.84
61	4.00	3.15	2.76	2.52	2.37	2.25	2.16	2.09	2.04	1.99	1.95	1.91	1.88	1.86	1.83
62	4.00	3.15	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.99	1.95	1.91	1.88	1.85	1.83
63	3.99	3.14	2.75	2.52	2.36	2.25	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
64	3.99	3.14	2.75	2.52	2.36	2.24	2.16	2.09	2.03	1.98	1.94	1.91	1.88	1.85	1.83
65	3.99	3.14	2.75	2.51	2.36	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.85	1.82
66	3.99	3.14	2.74	2.51	2.35	2.24	2.15	2.08	2.03	1.98	1.94	1.90	1.87	1.84	1.82
67	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.98	1.93	1.90	1.87	1.84	1.82
68	3.98	3.13	2.74	2.51	2.35	2.24	2.15	2.08	2.02	1.97	1.93	1.90	1.87	1.84	1.82
69	3.98	3.13	2.74	2.50	2.35	2.23	2.15	2.08	2.02	1.97	1.93	1.90	1.86	1.84	1.81
70	3.98	3.13	2.74	2.50	2.35	2.23	2.14	2.07	2.02	1.97	1.93	1.89	1.86	1.84	1.81
71	3.98	3.13	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.97	1.93	1.89	1.86	1.83	1.81
72	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
73	3.97	3.12	2.73	2.50	2.34	2.23	2.14	2.07	2.01	1.96	1.92	1.89	1.86	1.83	1.81
74	3.97	3.12	2.73	2.50	2.34	2.22	2.14	2.07	2.01	1.96	1.92	1.89	1.85	1.83	1.80
75	3.97	3.12	2.73	2.49	2.34	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.83	1.80
76	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.01	1.96	1.92	1.88	1.85	1.82	1.80
77	3.97	3.12	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.96	1.92	1.88	1.85	1.82	1.80
78	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.80
79	3.96	3.11	2.72	2.49	2.33	2.22	2.13	2.06	2.00	1.95	1.91	1.88	1.85	1.82	1.79
80	3.96	3.11	2.72	2.49	2.33	2.21	2.13	2.06	2.00	1.95	1.91	1.88	1.84	1.82	1.79
81	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.82	1.79
82	3.96	3.11	2.72	2.48	2.33	2.21	2.12	2.05	2.00	1.95	1.91	1.87	1.84	1.81	1.79
83	3.96	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.91	1.87	1.84	1.81	1.79
84	3.95	3.11	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.95	1.90	1.87	1.84	1.81	1.79
85	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.79
86	3.95	3.10	2.71	2.48	2.32	2.21	2.12	2.05	1.99	1.94	1.90	1.87	1.84	1.81	1.78
87	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.87	1.83	1.81	1.78
88	3.95	3.10	2.71	2.48	2.32	2.20	2.12	2.05	1.99	1.94	1.90	1.86	1.83	1.81	1.78
89	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78
90	3.95	3.10	2.71	2.47	2.32	2.20	2.11	2.04	1.99	1.94	1.90	1.86	1.83	1.80	1.78