

LAMPIRAN

Lampiran 1 Kuesioner



KUESIONER PENELITIAN

No. Responden

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul **“PENGARUH KOMITMEN ORGANISASIONAL, KOMPENSASI FINANSIAL DAN KOMPENSASI NONFINANSIAL TERHADAP KEPUASAN KERJA KARYAWAN PADA PT. SINAR SOSRO BANDAR LAMPUNG”**.

Bersama ini saya,

Nama : Muhammad Heru Chandra

NPM : 2012110059

Fakultas/Jurusan : Ekonomi / Manajemen IIB Darmajaya

Dosen Pembimbing : Dr. Faurani I Santi Singagerda S.E., M.Sc

Memohon bantuan kepada Bapak/Ibu/Saudara/i untuk mengisi kuesioner penelitian yang terlampir. Jawaban yang objektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian.

Atas perhatian dan bantuannya saya ucapkan terimakasih.

Format Pengisian Kuesioner

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan/ pernyataan harus dijawab semua.

I. Identitas Responden

1. Nama responden..... (Boleh Tidak Diisi)

2. Jenis Kelamin : Laki-Laki Perempuan

3. Usia :

a. 20th – 30th

c. 41th – 50th

b. 31th – 40th

d. 51th – 60th

4. Masa Kerja :

1-2th

3-4th

5-6th

>10th

5. Pendidikan :

SMA

Sarjana

Diploma

Pasca Sarjana

II. Berilah tanda ceklis (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini.

SS : Sangat Setuju

S : Setuju

CS : Cukup Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. Komitmen organisasional (X₁)

No	Pernyataan	Jawaban				
		SS (5)	S (4)	CS (3)	TS (2)	STS (1)
1	Bersedia untuk bekerja lembur agar perusahaan ini berhasil sukses					
2	Merasa bangga saat memperkenalkan kepada orang lain bahwa perusahaan bekerja adalah perusahaan yang bagus					
3	Bersedia menerima segala bentuk penugasan agar tetap bisa bekerja dengan perusahaan ini					
4	Prinsip nilai kinerja saya sejalan dengan prinsip nilai kinerja perusahaan ini					
5	Merasa bangga menjadi bagian dari perusahaan ini					
6	Perusahaan ini benar-benar memberikan inspirasi yang bagus bagi saya untuk berprestasi					
7	Lebih memilih untuk bergabung dengan perusahaan ini sebagai tempat bekerja daripada perusahaan lain					
8	Sangat peduli dengan nasib perusahaan ini					

2. Kompensasi Financial (X₂)

No	Pernyataan	Jawaban				
		SS (5)	S (4)	CS (3)	TS (2)	STS (1)
1	Saya mendapatkan gaji atas pekerjaan saya setiap bulan secara tepat waktu					
2	Besarnya gaji yang saya terima sesuai dengan hasil pekerjaan yang saya berikan kepada Perusahaan					
3	Insentif yang diberikan perusahaan dapat meningkatkan semangat kerja dalam bekerja					
4	Insentif dapat dijadikan pelopor untuk meningkatkan semangat kerja					
5	Perusahaan memberikan bonus apabila hasil pekerjaan melebihi target yang telah ditetapkan					
6	Bonus yang diberikan perusahaan bekerja selama ini dapat meningkatkan semangat dalam berkerja					
7	Tunjangan yang diberikan sesuai dengan posisi yang ada di perusahaan					
8	Mengandalkan tunjangan-tunjangan untuk pemenuhan kebutuhan					
9	Perusahaan memberikan pesangon kepada karyawan yang meninggal					
10	Adanya asuransi kesehatan bagi karyawan dapat membantu untuk kesejahteraan keluarga					

3. Kompensasi Non Financial

No	Pernyataan	Jawaban				
		SS (5)	S (4)	CS (3)	TS (2)	STS (1)
1	Perusahaan memberikan kepercayaan kepada karyawan untuk mempertanggung jawabkan tugas-tugasnya					
2	Perusahaan memberikan kepercayaan kepada karyawan untuk mengerjakan tugas-tugas yang bervariasi sesuai dengan keahliannya					
3	Perusahaan memberikan kesempatan bagi karyawan mengikuti pelatihan untuk meningkatkan kemampuannya					
4	Perusahaan memberikan peluang yang merata kepada karyawan untuk dipromosikan pada jabatan yang lebih tinggi					
5	Perusahaan memberikan peluang yang sama dalam pengakuan atas prestasi karyawan					
6	Suasana dan lingkungan kerja saat ini sangat nyaman dan membuat bergairah dalam bekerja					
7	Adanya toleransi waktu untuk beribadah merupakan pencerminan penghargaan pihak perusahaan terhadap karyawan yang ingin melakukan ibadah					
8	Perusahaan senantiasa membentuk tim kerja untuk meningkatkan kerjasama karyawan					
9	Pimpinan perusahaan selalu bersikap ramah dan santun pada semua karyawan					
10	Pimpinan senantiasa menjalin komunikasi yang baik dengan karyawan					

4. Kepuasan Kerja (Y)

No	Pernyataan	Jawaban				
		SS (5)	S (4)	CS (3)	TS (2)	STS (1)
1	Dalam bekerja yang ditetapkan oleh perusahaan untuk mencapai target yang ditetapkan					
2	Dalam bekerja mencapai standar mutu yang telah ditetapkan Perusahaan					
3	Dalam bekerja tidak pernah menunda-nunda pekerjaan yang diberikan oleh pimpinan					
4	Dalam bekerja teliti terhadap hasil yang dikerjakan secara optimal					
5	Dalam bekerja tepat waktu dalam menyelesaikan pekerjaan sesuai dengan target yang ditetapkan oleh pimpinan					
6	Dalam melakukan mengerjakan pekerjaan yang dikerjakan diselesaikan oleh pimpinan					
7	Dalam bekerja memprioritas pekerjaan yang diprioritas oleh pimpinan					
8	Dalam bekerja sangat disiplin baik datang maupun pada waktu pulang dalam bekerja					
9	Dalam bekerja tidak meninggalkan kantor saat bekerja					
10	Dalam bekerja menaati aturan-aturan yang ditetapkan oleh pimpinan					

Lampiran 2 Data Jawaban Responden

No	Komitmen Organisasional							
	X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8
1	4	4	4	4	4	5	5	5
2	3	4	4	4	5	4	5	3
3	4	4	4	4	4	4	4	4
4	3	3	4	4	4	4	4	3
5	2	2	2	2	2	2	2	2
6	1	1	1	1	1	4	4	1
7	3	3	4	4	4	3	4	4
8	2	2	4	4	4	4	4	4
9	2	2	4	4	4	4	4	4
10	3	3	3	3	4	4	4	2
11	3	2	2	2	4	4	4	1
12	1	2	2	2	4	3	4	1
13	4	3	2	2	4	4	4	2
14	3	3	3	4	3	4	4	3
15	3	4	4	4	5	5	5	3
16	5	4	4	4	5	5	4	4
17	4	4	4	3	5	5	5	2
18	3	4	5	5	5	5	5	4
19	3	3	3	4	5	4	5	2
20	3	3	3	3	4	4	4	2
21	3	3	3	4	5	5	5	3

22	3	3	4	3	4	5	5	2
23	3	3	4	3	5	5	5	3
24	3	4	4	5	5	5	4	4
25	3	3	3	4	4	4	4	3
26	4	3	3	3	5	4	4	3
27	4	4	4	4	5	4	4	4
28	3	4	3	3	4	4	4	1
29	3	4	4	2	5	5	5	2
30	4	5	4	4	4	5	5	5
31	4	5	4	4	4	5	5	5
32	4	5	4	4	4	5	5	5
33	4	5	4	4	4	5	5	5
34	4	4	4	4	4	4	4	3
35	4	4	4	4	4	4	4	3
36	4	5	5	4	5	5	5	2
37	3	3	3	3	3	3	3	2
38	4	4	4	4	4	4	4	3
39	4	4	4	4	4	4	4	3
40	4	4	4	4	4	4	3	3
41	3	4	3	3	5	5	5	2
42	4	4	4	3	5	5	5	3
43	4	4	4	4	4	4	4	4
44	4	4	4	4	4	5	5	5
45	4	4	4	4	5	4	5	3

46	3	4	3	3	4	4	4	4
47	4	4	4	3	4	4	4	3
48	4	4	4	4	2	2	2	2
49	4	4	4	3	4	4	4	4
50	4	4	3	3	4	5	5	5
Total	169	179	179	175	207	212	214	155

No	Kompensasi Financial									
	X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10
1	4	5	3	3	5	5	4	4	4	4
2	5	4	3	3	4	4	3	4	4	4
3	4	4	2	2	4	3	4	4	4	4
4	4	4	4	3	3	3	3	3	4	4
5	2	2	2	2	2	2	2	2	2	2
6	1	4	4	1	4	4	1	1	1	1
7	4	3	4	4	4	4	3	3	4	4
8	4	4	4	4	3	4	2	2	4	4
9	4	4	4	4	2	4	2	2	4	4
10	4	4	4	2	4	3	3	3	3	3
11	4	4	4	1	4	3	3	2	2	2
12	4	3	4	1	3	3	1	2	2	2
13	4	4	4	2	3	4	4	3	2	2
14	3	4	4	3	4	3	3	3	3	4
15	5	5	5	3	5	4	3	4	4	4
16	5	5	4	4	5	4	5	4	4	4
17	5	5	5	2	4	3	4	4	4	3
18	5	5	5	4	3	4	3	4	5	5
19	5	4	5	2	3	3	3	3	3	4
20	4	4	4	2	4	3	3	3	3	3
21	5	5	5	3	3	3	3	3	3	4
22	4	5	5	2	4	3	3	3	4	3
23	5	5	5	3	4	4	3	3	4	3
24	5	5	4	4	4	3	3	4	4	5
25	4	4	4	3	4	4	3	3	3	4
26	5	4	4	3	4	3	4	3	3	3
27	5	4	4	4	4	4	4	4	4	4
28	4	4	4	1	4	3	3	4	3	3
29	5	5	5	2	5	4	3	4	4	2
30	4	5	5	5	4	5	4	5	4	4
31	4	5	5	5	4	5	4	5	4	4
32	4	5	5	5	4	5	4	5	4	4
33	4	5	5	5	4	3	4	5	4	4
34	4	4	4	3	4	3	4	4	4	4
35	4	4	4	3	4	4	4	4	4	4
36	5	5	5	2	4	3	4	5	5	4
37	3	3	3	2	3	3	3	3	3	3
38	4	4	4	3	4	4	4	4	4	4
39	4	4	4	3	4	4	4	4	4	4
40	4	4	3	3	3	3	4	4	4	4
41	5	5	5	2	4	3	3	4	3	3

42	5	5	5	3	4	3	4	4	4	3
43	4	4	4	4	4	4	4	4	4	4
44	4	4	4	4	4	4	4	4	4	4
45	4	4	4	2	4	4	2	2	2	2
46	4	4	4	3	4	4	4	4	4	3
47	5	5	5	2	3	3	3	3	3	2
48	4	4	3	2	4	3	3	3	2	3
49	5	3	4	3	3	3	3	4	4	2
50	4	3	4	3	3	2	3	4	5	4
Total	210	211	207	144	188	176	164	175	177	171

No	Kompensasi Non Financial									
	X3P1	X3P2	X3P3	X3P4	X3P5	X3P6	X3P7	X3P8	X3P9	X3P10
1	4	2	2	2	4	5	3	3	3	3
2	3	4	2	2	5	4	5	3	4	4
3	4	4	3	3	4	4	3	4	4	3
4	3	3	4	4	4	4	4	3	3	3
5	2	2	2	2	2	2	2	2	2	2
6	1	1	1	1	1	4	4	1	4	4
7	3	3	4	4	4	3	4	4	4	4
8	2	2	4	4	4	4	4	4	3	4
9	2	2	4	4	4	4	4	4	2	4
10	3	3	3	3	4	4	4	2	4	3
11	3	2	2	2	4	4	4	1	4	3
12	1	2	2	2	4	3	4	1	3	3
13	4	3	2	2	4	4	4	2	3	4
14	3	3	3	4	3	4	4	3	4	3
15	3	4	4	4	5	5	5	3	5	4
16	5	4	4	4	5	5	4	4	5	4
17	4	4	4	3	5	5	5	2	4	3
18	3	4	5	5	5	5	5	4	3	4
19	3	3	3	4	5	4	5	2	3	3
20	3	3	3	3	4	4	4	2	4	3
21	3	3	3	4	5	5	5	3	3	3
22	3	3	4	3	4	5	5	2	4	3
23	3	3	4	3	5	5	5	3	4	4
24	3	4	4	5	5	5	4	4	4	3
25	3	3	3	4	4	4	4	3	4	4
26	4	3	3	3	5	4	4	3	4	3
27	4	4	4	4	5	4	4	4	4	4
28	3	4	3	3	4	4	4	1	4	3
29	3	4	4	2	5	5	5	2	5	4
30	4	5	4	4	4	5	5	5	4	5
31	4	5	4	4	4	5	5	5	4	5
32	4	5	4	4	4	5	5	5	4	5
33	4	5	4	4	4	5	5	5	4	3
34	4	4	4	4	4	4	4	3	4	3
35	4	4	4	4	4	4	4	3	4	4
36	4	5	5	4	5	5	5	2	4	3
37	3	3	3	3	3	3	3	2	3	3
38	4	4	4	4	4	4	4	3	4	4
39	4	4	4	4	4	4	4	3	4	4
40	4	4	4	4	4	4	3	3	3	3
41	3	4	3	3	5	5	5	2	4	3

42	4	4	4	3	5	5	5	3	4	3
43	4	4	4	4	4	4	4	4	4	4
44	4	4	4	4	4	4	4	4	4	4
45	2	2	2	2	4	4	4	2	4	4
46	4	4	4	3	4	4	4	3	4	4
47	3	3	3	2	5	5	5	2	3	3
48	3	3	2	3	4	4	3	2	4	3
49	3	4	4	2	5	3	4	3	3	3
50	3	4	5	4	4	3	4	3	3	2
Total	164	173	172	166	210	211	210	146	186	174

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

42	5	5	3	4	3	3	3	3	3	3
43	4	4	4	4	5	5	3	3	3	3
44	4	4	4	4	5	5	3	3	3	3
45	3	3	3	3	3	3	3	3	3	3
46	4	4	4	4	3	3	3	3	3	3
47	4	4	4	4	3	3	3	2	2	2
48	4	4	3	4	4	4	2	3	2	3
49	3	4	4	4	3	4	3	3	2	3
50	4	5	4	4	3	4	2	3	2	4
Total	210	202	204	214	205	206	151	146	136	137

Lampiran 3 Karakteristik Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	32	64.0	64.0	64.0
Valid Perempuan	18	36.0	36.0	100.0
Total	50	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30 Tahun	15	30.0	30.0	30.0
Valid 31-40 Tahun	21	42.0	42.0	72.0
Valid 41-50 Tahun	12	24.0	24.0	96.0
Valid 51-60 Tahun	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA	27	54.0	54.0	54.0
Valid Diploma	15	30.0	30.0	84.0
Valid Sarjana	8	16.0	16.0	100.0
Total	50	100.0	100.0	

Masa Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1-2 Tahun	31	62.0	62.0	62.0
Valid 3-4 Tahun	19	38.0	38.0	100.0
Total	50	100.0	100.0	

Lampiran 4 Deskripsi Jawaban Responden

Variabel Komitmen Organisasi (X1)

X1P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	7	14.0	14.0	14.0
S	15	30.0	30.0	44.0
SS	28	56.0	56.0	100.0
Total	50	100.0	100.0	

X1P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	4	8.0	8.0	8.0
TS	9	18.0	18.0	26.0
CS	13	26.0	26.0	52.0
S	14	28.0	28.0	80.0
SS	10	20.0	20.0	100.0
Total	50	100.0	100.0	

X1P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.0	2.0	2.0
CS	7	14.0	14.0	16.0
S	21	42.0	42.0	58.0
SS	21	42.0	42.0	100.0
Total	50	100.0	100.0	

X1P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	2	4.0	4.0	4.0
S	25	50.0	50.0	54.0
SS	23	46.0	46.0	100.0
Total	50	100.0	100.0	

X1P5

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	6.0	6.0	6.0
TS	8	16.0	16.0	22.0
CS	10	20.0	20.0	42.0
S	16	32.0	32.0	74.0
SS	13	26.0	26.0	100.0
Total	50	100.0	100.0	

X1P6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2.0	2.0	2.0
CS	4	8.0	8.0	10.0
S	26	52.0	52.0	62.0
SS	19	38.0	38.0	100.0
Total	50	100.0	100.0	

X1P7

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	3	6.0	6.0	6.0
TS	9	18.0	18.0	24.0
CS	13	26.0	26.0	50.0
S	15	30.0	30.0	80.0
SS	10	20.0	20.0	100.0
Total	50	100.0	100.0	

X1P8

	Frequency	Percent	Valid Percent	Cumulative Percent
CS	7	14.0	14.0	14.0
S	15	30.0	30.0	44.0
SS	28	56.0	56.0	100.0
Total	50	100.0	100.0	

Variabel Kompensasi Financial (X2)

X2P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.0	2.0	2.0
TS	1	2.0	2.0	4.0
CS	2	4.0	4.0	8.0
S	29	58.0	58.0	66.0
SS	17	34.0	34.0	100.0
Total	50	100.0	100.0	

X2P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	2.0	2.0	2.0
CS	5	10.0	10.0	12.0
S	26	52.0	52.0	64.0
SS	18	36.0	36.0	100.0
Total	50	100.0	100.0	

X2P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4.0	4.0	4.0
CS	5	10.0	10.0	14.0
S	27	54.0	54.0	68.0
SS	16	32.0	32.0	100.0
Total	50	100.0	100.0	

X2P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	4	8.0	8.0	8.0
TS	15	30.0	30.0	38.0
CS	18	36.0	36.0	74.0
S	9	18.0	18.0	92.0
SS	4	8.0	8.0	100.0
Total	50	100.0	100.0	

X2P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4.0	4.0	4.0
CS	12	24.0	24.0	28.0
S	32	64.0	64.0	92.0
SS	4	8.0	8.0	100.0
Total	50	100.0	100.0	

X2P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4.0	4.0	4.0
CS	24	48.0	48.0	52.0
S	20	40.0	40.0	92.0
SS	4	8.0	8.0	100.0
Total	50	100.0	100.0	

X2P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	4.0	4.0	4.0
TS	4	8.0	8.0	12.0
CS	23	46.0	46.0	58.0
S	20	40.0	40.0	98.0
SS	1	2.0	2.0	100.0
Total	50	100.0	100.0	

X2P8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.0	2.0	2.0
TS	6	12.0	12.0	14.0
CS	15	30.0	30.0	44.0
S	23	46.0	46.0	90.0
SS	5	10.0	10.0	100.0
Total	50	100.0	100.0	

X2P9

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.0	2.0	2.0
TS	6	12.0	12.0	14.0
CS	11	22.0	22.0	36.0
S	29	58.0	58.0	94.0
SS	3	6.0	6.0	100.0
Total	50	100.0	100.0	

X2P10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.0	2.0	2.0
TS	8	16.0	16.0	18.0
CS	12	24.0	24.0	42.0
S	27	54.0	54.0	96.0
SS	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Variabel Kompensasi Non Financial (X3)

X3P1

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	2	4.0	4.0	4.0
TS	4	8.0	8.0	12.0
CS	23	46.0	46.0	58.0
S	20	40.0	40.0	98.0
SS	1	2.0	2.0	100.0
Total	50	100.0	100.0	

X3P2

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.0	2.0	2.0
TS	7	14.0	14.0	16.0
CS	15	30.0	30.0	46.0
S	22	44.0	44.0	90.0
SS	5	10.0	10.0	100.0
Total	50	100.0	100.0	

X3P3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.0	2.0	2.0
TS	8	16.0	16.0	18.0
CS	12	24.0	24.0	42.0
S	26	52.0	52.0	94.0
SS	3	6.0	6.0	100.0
Total	50	100.0	100.0	

X3P4

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.0	2.0	2.0
TS	10	20.0	20.0	22.0
CS	13	26.0	26.0	48.0
S	24	48.0	48.0	96.0
SS	2	4.0	4.0	100.0
Total	50	100.0	100.0	

X3P5

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	2.0	2.0	2.0
TS	1	2.0	2.0	4.0
CS	2	4.0	4.0	8.0
Valid S	29	58.0	58.0	66.0
SS	17	34.0	34.0	100.0
Total	50	100.0	100.0	

X3P6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2.0	2.0	2.0
CS	5	10.0	10.0	12.0
Valid S	26	52.0	52.0	64.0
SS	18	36.0	36.0	100.0
Total	50	100.0	100.0	

X3P7

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	1	2.0	2.0	2.0
CS	5	10.0	10.0	12.0
Valid S	27	54.0	54.0	66.0
SS	17	34.0	34.0	100.0
Total	50	100.0	100.0	

X3P8

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	8.0	8.0	8.0
TS	14	28.0	28.0	36.0
CS	18	36.0	36.0	72.0
Valid S	10	20.0	20.0	92.0
SS	4	8.0	8.0	100.0
Total	50	100.0	100.0	

X3P9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4.0	4.0	4.0
CS	13	26.0	26.0	30.0
S	32	64.0	64.0	94.0
SS	3	6.0	6.0	100.0
Total	50	100.0	100.0	

X3P10

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4.0	4.0	4.0
CS	25	50.0	50.0	54.0
S	20	40.0	40.0	94.0
SS	3	6.0	6.0	100.0
Total	50	100.0	100.0	

Variabel Kepuasan Kerja (Y)**Y1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	10	20.0	20.0	20.0
S	20	40.0	40.0	60.0
SS	20	40.0	40.0	100.0
Total	50	100.0	100.0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	8	16.0	16.0	16.0
S	32	64.0	64.0	80.0
SS	10	20.0	20.0	100.0
Total	50	100.0	100.0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	2.0	2.0	2.0
CS	7	14.0	14.0	16.0
S	28	56.0	56.0	72.0
SS	14	28.0	28.0	100.0
Total	50	100.0	100.0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid CS	2	4.0	4.0	4.0
S	32	64.0	64.0	68.0
SS	16	32.0	32.0	100.0
Total	50	100.0	100.0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	4.0	4.0	4.0
CS	10	20.0	20.0	24.0
S	19	38.0	38.0	62.0
SS	19	38.0	38.0	100.0
Total	50	100.0	100.0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	1	2.0	2.0	2.0
CS	10	20.0	20.0	22.0
S	21	42.0	42.0	64.0
SS	18	36.0	36.0	100.0
Total	50	100.0	100.0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	6.0	6.0	6.0
TS	10	20.0	20.0	26.0
CS	26	52.0	52.0	78.0
S	5	10.0	10.0	88.0
SS	6	12.0	12.0	100.0
Total	50	100.0	100.0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	5	10.0	10.0	10.0
TS	8	16.0	16.0	26.0
CS	24	48.0	48.0	74.0
S	12	24.0	24.0	98.0
SS	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	4	8.0	8.0	8.0
TS	14	28.0	28.0	36.0
Valid CS	24	48.0	48.0	84.0
S	8	16.0	16.0	100.0
Total	50	100.0	100.0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	5	10.0	10.0	10.0
TS	12	24.0	24.0	34.0
Valid CS	24	48.0	48.0	82.0
S	9	18.0	18.0	100.0
Total	50	100.0	100.0	

Lampiran 5 Hasil Uji Validitas

Variabel Komitmen Organisasi (X1)

Correlations

		X1P1	X1P2	X1P3	X1P4	X1P5	X1P6	X1P7	X1P8	Komitmen Organisasional
X1P1	Pearson Correlation	1	-.026	.345*	.300*	.373**	.464**	.014	1.000**	.712**
	Sig. (2-tailed)		.858	.014	.034	.008	.001	.922	.000	.000
	N	50	50	50	50	50	50	50	50	50
X1P2	Pearson Correlation	-.026	1	.144	.112	-.419**	-.202	.683**	-.026	.405**
	Sig. (2-tailed)	.858		.317	.438	.002	.159	.000	.858	.004
	N	50	50	50	50	50	50	50	50	50
X1P3	Pearson Correlation	.345*	.144	1	.354*	.237	.320*	.136	.345*	.635**
	Sig. (2-tailed)	.014	.317		.012	.098	.024	.346	.014	.000
	N	50	50	50	50	50	50	50	50	50
X1P4	Pearson Correlation	.300*	.112	.354*	1	.065	.079	.109	.300*	.454**
	Sig. (2-tailed)	.034	.438	.012		.651	.587	.453	.034	.001
	N	50	50	50	50	50	50	50	50	50
X1P5	Pearson Correlation	.373**	-.419**	.237	.065	1	.356*	-.260	.373**	.378**
	Sig. (2-tailed)	.008	.002	.098	.651		.011	.069	.008	.007
	N	50	50	50	50	50	50	50	50	50
X1P6	Pearson Correlation	.464**	-.202	.320*	.079	.356*	1	.095	.464**	.526**
	Sig. (2-tailed)	.001	.159	.024	.587	.011		.512	.001	.000

	N	50	50	50	50	50	50	50	50	50
X1P7	Pearson Correlation	.014	.683**	.136	.109	-.260	.095	1	.014	.520**
	Sig. (2-tailed)	.922	.000	.346	.453	.069	.512		.922	.000
	N	50	50	50	50	50	50	50	50	50
X1P8	Pearson Correlation	1.000**	-.026	.345*	.300*	.373**	.464**	.014	1	.712**
	Sig. (2-tailed)	.000	.858	.014	.034	.008	.001	.922		.000
	N	50	50	50	50	50	50	50	50	50
Komitmen Organisasional	Pearson Correlation	.712**	.405**	.635**	.454**	.378**	.526**	.520**	.712**	1
	Sig. (2-tailed)	.000	.004	.000	.001	.007	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50

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

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

Variabel Kompensasi Financial (X2)

Correlations

		X2P1	X2P2	X2P3	X2P4	X2P5	X2P6	X2P7	X2P8	X2P9	X2P10	Kompensasi Financial
X2P1	Pearson Correlation	1	.508**	.469**	.201	.215	.030	.393**	.459**	.502**	.319*	.610**
	Sig. (2-tailed)		.000	.001	.161	.135	.839	.005	.001	.000	.024	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2P2	Pearson Correlation	.508**	1	.665**	.280*	.511**	.378**	.389**	.460**	.336*	.274	.693**
	Sig. (2-tailed)	.000		.000	.049	.000	.007	.005	.001	.017	.055	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2P3	Pearson Correlation	.469**	.665**	1	.225	.192	.205	.101	.282*	.257	.063	.499**
	Sig. (2-tailed)	.001	.000		.117	.181	.154	.484	.047	.071	.664	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2P4	Pearson Correlation	.201	.280*	.225	1	.075	.520**	.444**	.528**	.607**	.686**	.729**
	Sig. (2-tailed)	.161	.049	.117		.605	.000	.001	.000	.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2P5	Pearson Correlation	.215	.511**	.192	.075	1	.406**	.436**	.410**	.162	.107	.488**
	Sig. (2-tailed)	.135	.000	.181	.605		.003	.002	.003	.262	.459	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2P6	Pearson Correlation	.030	.378**	.205	.520**	.406**	1	.240	.254	.200	.232	.509**
	Sig. (2-tailed)	.839	.007	.154	.000	.003		.093	.075	.165	.106	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X2P7	Pearson Correlation	.393**	.389**	.101	.444**	.436**	.240	1	.777**	.539**	.461**	.729**
	Sig. (2-tailed)	.005	.005	.484	.001	.002	.093		.000	.000	.001	.000

	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.459**	.460**	.282*	.528**	.410**	.254	.777**	1	.716**	.547**	.834**
X2P8	Sig. (2-tailed)	.001	.001	.047	.000	.003	.075	.000		.000	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.502**	.336*	.257	.607**	.162	.200	.539**	.716**	1	.715**	.789**
X2P9	Sig. (2-tailed)	.000	.017	.071	.000	.262	.165	.000	.000		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.319*	.274	.063	.686**	.107	.232	.461**	.547**	.715**	1	.702**
X2P10	Sig. (2-tailed)	.024	.055	.664	.000	.459	.106	.001	.000	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.610**	.693**	.499**	.729**	.488**	.509**	.729**	.834**	.789**	.702**	1
Kompensasi Financial	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

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

Variabel Kompensasi Non Financial (X3)

Correlations

		X3P1	X3P2	X3P3	X3P4	X3P5	X3P6	X3P7	X3P8	X3P9	X3P10	Kompensasi Non Financial
X3P1	Pearson Correlation	1	.720**	.468**	.401**	.393**	.389**	.115	.476**	.391**	.197	.705**
	Sig. (2-tailed)		.000	.001	.004	.005	.005	.425	.000	.005	.171	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P2	Pearson Correlation	.720**	1	.674**	.520**	.460**	.401**	.420**	.532**	.426**	.258	.840**
	Sig. (2-tailed)	.000		.000	.000	.001	.004	.002	.000	.002	.071	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P3	Pearson Correlation	.468**	.674**	1	.738**	.449**	.291*	.373**	.565**	.146	.181	.821**
	Sig. (2-tailed)	.001	.000		.000	.001	.040	.008	.000	.311	.209	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P4	Pearson Correlation	.401**	.520**	.738**	1	.280*	.236	.185	.656**	.087	.208	.738**
	Sig. (2-tailed)	.004	.000	.000		.049	.099	.198	.000	.550	.146	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P5	Pearson Correlation	.393**	.460**	.449**	.280*	1	.508**	.559**	.191	.236	.046	.644**
	Sig. (2-tailed)	.005	.001	.001	.049		.000	.000	.184	.098	.750	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P6	Pearson Correlation	.389**	.401**	.291*	.236	.508**	1	.692**	.267	.454**	.328*	.623**
	Sig. (2-tailed)	.005	.004	.040	.099	.000		.000	.061	.001	.020	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P7	Pearson Correlation	.115	.420**	.373**	.185	.559**	.692**	1	.159	.355*	.353*	.571**
	Sig. (2-tailed)	.425	.002	.008	.198	.000	.000		.271	.011	.012	.000

	N	50	50	50	50	50	50	50	50	50	50	50
X3P8	Pearson Correlation	.476**	.532**	.565**	.656**	.191	.267	.159	1	.086	.507**	.718**
	Sig. (2-tailed)	.000	.000	.000	.000	.184	.061	.271		.552	.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
X3P9	Pearson Correlation	.391**	.426**	.146	.087	.236	.454**	.355*	.086	1	.363**	.363**
	Sig. (2-tailed)	.005	.002	.311	.550	.098	.001	.011	.552		.009	.010
	N	50	50	50	50	50	50	50	50	50	50	50
X3P10	Pearson Correlation	.197	.258	.181	.208	.046	.328*	.353*	.507**	.363**	1	.371**
	Sig. (2-tailed)	.171	.071	.209	.146	.750	.020	.012	.000	.009		.008
	N	50	50	50	50	50	50	50	50	50	50	50
Kompensasi Non Financial	Pearson Correlation	.705**	.840**	.821**	.738**	.644**	.623**	.571**	.718**	.363**	.371**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.010	.008	
	N	50	50	50	50	50	50	50	50	50	50	50

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

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

Variabel Kepuasan Kerja (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Kepuasan Kerja
Y1	Pearson Correlation	1	.518**	.250	.111	.407**	.500**	-.164	-.149	-.201	-.259	.316*
	Sig. (2-tailed)		.000	.080	.444	.003	.000	.255	.303	.162	.070	.026
	N	50	50	50	50	50	50	50	50	50	50	50
Y2	Pearson Correlation	.518**	1	.383**	.217	.109	.243	-.001	.041	-.139	-.096	.354*
	Sig. (2-tailed)	.000		.006	.131	.449	.089	.993	.775	.335	.509	.012
	N	50	50	50	50	50	50	50	50	50	50	50
Y3	Pearson Correlation	.250	.383**	1	.581**	.535**	.378**	.152	.037	.004	-.059	.556**
	Sig. (2-tailed)	.080	.006		.000	.000	.007	.291	.800	.979	.686	.000
	N	50	50	50	50	50	50	50	50	50	50	50
Y4	Pearson Correlation	.111	.217	.581**	1	.335*	.111	.176	.005	.133	-.059	.420**
	Sig. (2-tailed)	.444	.131	.000		.017	.445	.221	.973	.356	.684	.002
	N	50	50	50	50	50	50	50	50	50	50	50
Y5	Pearson Correlation	.407**	.109	.535**	.335*	1	.663**	.114	.060	.096	.035	.609**
	Sig. (2-tailed)	.003	.449	.000	.017		.000	.432	.678	.505	.809	.000
	N	50	50	50	50	50	50	50	50	50	50	50
Y6	Pearson Correlation	.500**	.243	.378**	.111	.663**	1	-.003	-.014	-.102	-.129	.469**
	Sig. (2-tailed)	.000	.089	.007	.445	.000		.983	.923	.482	.370	.001
	N	50	50	50	50	50	50	50	50	50	50	50
Y7	Pearson Correlation	-.164	-.001	.152	.176	.114	-.003	1	.701**	.798**	.645**	.713**
	Sig. (2-tailed)	.255	.993	.291	.221	.432	.983		.000	.000	.000	.000

	N	50	50	50	50	50	50	50	50	50	50	50
Y8	Pearson Correlation	-.149	.041	.037	.005	.060	-.014	.701**	1	.541**	.764**	.636**
	Sig. (2-tailed)	.303	.775	.800	.973	.678	.923	.000		.000	.000	.000
Y9	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	-.201	-.139	.004	.133	.096	-.102	.798**	.541**	1	.736**	.609**
Y10	Sig. (2-tailed)	.162	.335	.979	.356	.505	.482	.000	.000		.000	.000
	N	50	50	50	50	50	50	50	50	50	50	50
Kepuasan Kerja	Pearson Correlation	-.259	-.096	-.059	-.059	.035	-.129	.645**	.764**	.736**	1	.568**
	Sig. (2-tailed)	.070	.509	.686	.684	.809	.370	.000	.000	.000		.000
	N	50	50	50	50	50	50	50	50	50	50	50
	Pearson Correlation	.316*	.354*	.556**	.420**	.609**	.469**	.713**	.636**	.609**	.568**	1
	Sig. (2-tailed)	.026	.012	.000	.002	.000	.001	.000	.000	.000	.000	
	N	50	50	50	50	50	50	50	50	50	50	50

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

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

Lampiran 6 Hasil Uji Reliabilitas

Variabel Komitmen Organisasi (X1)

Reliability Statistics

Cronbach's Alpha	N of Items
.684	8

Variabel Kompensasi Financial (X2)

Reliability Statistics

Cronbach's Alpha	N of Items
.859	10

Variabel Kompensasi Non Financial (X3)

Reliability Statistics

Cronbach's Alpha	N of Items
.858	10

Variabel Kepuasan Kerja (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.722	10

Lampiran 7 Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
		(Combined)	543.580	14	38.827	3.567	.001
	Between	Linearity	267.623	1	267.623	24.585	.000
Kepuasan Kerja *	Groups	Deviation from	275.957	13	21.227	1.950	.058
Komitmen Organisasional		Linearity					
	Within	Groups	381.000	35	10.886		
	Total		924.580	49			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			534.280	19	28.120	2.161	.029
Kepuasan Kerja * Kompensasi Financial	Between Groups	Linearity	251.614	1	251.614	19.340	.000
		Deviation from Linearity	282.666	18	15.704	1.207	.316
	Within Groups		390.300	30	13.010		
Total			924.580	49			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			516.580	17	30.387	2.383	.017
Kepuasan Kerja * Kompensasi Non Financial	Between Groups	Linearity	150.721	1	150.721	11.821	.002
		Deviation from Linearity	365.859	16	22.866	1.793	.078
	Within Groups		408.000	32	12.750		
Total			924.580	49			

Lampiran 8 Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
(Constant)	7.718	4.370			
Komitmen Organisasional	.620	.140	.538	1.000	1.000
Kompensasi Financial	.416	.098	.522	1.000	1.000
Kompensasi Non Financial	.359	.117	.404	1.000	1.000

a. Dependent Variable: Kepuasan Kerja

Lampiran 9 Hasil Uji Analisis Regresi Linier Berganda

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
(Constant)	7.718	4.370	
Komitmen Organisasional	.461	.124	.400
Kompensasi Financial	.971	.274	1.218
Kompensasi Non Financial	.746	.303	.838

a. Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 ^a	.512	.480	3.132

a. Predictors: (Constant), Kompensasi Non Financial, Komitmen Organisasional, Kompensasi Financial

Lampiran 10 Hasil Uji T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	16.351	4.524		3.615	.001
Komitmen Organisasional	.620	.140	.538	4.422	.000

a. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	21.055	3.619		5.818	.000
Kompensasi Financial	.416	.098	.522	4.236	.000

a. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	25.788	3.459		7.456	.000
Kompensasi Non Financial	.359	.117	.404	3.058	.004

a. Dependent Variable: Kepuasan Kerja

Lampiran 11 Hasil Uji F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	473.274	3	157.758	16.080	.000 ^b
Residual	451.306	46	9.811		
Total	924.580	49			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi Non Financial, Komitmen Organisasional, Kompensasi Financial