# LAMPIRAN

**Lampiran 1**

# KUESIONER PENELITIAN

Pernyataan ini berguna dalam rangka penelitian skripsi yang berjudul :
**"PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PADA PT. BINTANG KHARISMA JAYA DI BANDAR LAMPUNG".**

Pentujuk pengisian daftar pernyataan :

1. Jawablah pernyataan yang diajukan dibawah ini dengan benar dan jujur.
2. Pertanyaan/pernyataan harus dijawab semua jangan sampai ada yang terlewatkan, agar data dapat sepenuhnya di olah oleh peneliti.
3. Berilah tanda ( √ ) pada jawaban yang telah disediakan oleh peneliti.

**Kriteria Penilaian :**

| | | |
|---|---|---|
| SS | : Sangat Setuju | 5 |
| S | : Setuju | 4 |
| N | : Netral | 3 |
| TS | : Tidak Setuju | 2 |
| STS | : Sangat Tidak Setuju | 1 |

**IDENTITAS RESPONDEN**

1. **Nama** **:** .....
2. **Jenis Kelamin :** ☐ Laki-laki ☐ Perempuan
3. **Usia :**
   - ☐ a. 17 Tahun – 20 Tahun
   - ☐ b. 21 Tahun – 30 Tahun
   - ☐ c. 31 Tahun – 40 Tahun
   - ☐ d. 41 Tahun – 50 Tahun
   - ☐ e. 51 Tahun – 55 Tahun
4. **Pendidikan terakhir :**
   - ☐ a. SMA
   - ☐ b. Diploma (D3)
   - ☐ c. S1
   - ☐ d. S2

**Variabel Kompensasi ($X_1$)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
| 1 | Perusahaan selalu memberikan bayaran upah yang lebih kepada setiap karyawan yang melebihi target yang telah di tentukan oleh perusahaan. | | | | | |
| 2 | Gaji yang di berikan oleh perusahaan sesuai dengan hasil kinerja yang dilakukan oleh karyawan. | | | | | |
| 3 | Perusahaan selalu melakukan pembayaran insentif berdasarkan banyaknya unit yang terjual oleh karyawan. | | | | | |
| 4 | Perusahaan memberikan komisi bagi tiap produk yang telah dijual oleh karyawan. | | | | | |
| 5 | Perusahaan memberikan jaminan sosial bagi setiap karyawan. | | | | | |
| 6 | Perusahaan memberikan penghargaan berupa kenaikan jabatan bagi karyawan yang berprestasi. | | | | | |
| 7 | Fasilitas-fasilitas yang disediakan oleh perusahaan sangat mendukung dalam malakukan pekerjaan. | | | | | |
| 8 | Ketersediaan fasilitas berupa (kamar mandi, tempat istirahat, tempat ibadah, dll) dan ligkungan di perusahaan ini sangat mendukung dan memadai. | | | | | |

**Variabel Lingkungan Kerja ($X_2$)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
| 1 | Saya merasa cahaya listrik yang ada di ruangan sangat membantu penglihatan dalam melakukan pekerjaan. | | | | | |
| 2 | Penerangan yang ada didalam ruangan sudah memadai sehingga memberi kenyamanan dalam bekerja. | | | | | |
| 3 | Saya merasa memerlukan alat pengatur suhu udara (AC) dan kipas angin di ruangan tempat bekerja. | | | | | |
| 4 | Temperature ditempat kerja tidak mempengaruhi suhu tubuh karyawan. | | | | | |
| 5 | Kebersihan dilingkungan perusahaan membuat saya nyaman dalam menjalankan pekerjaan. | | | | | |
| 6 | Lingkungan kerja dalam perusahaan sangat rapih dan bersih sehingga membuat saya nyaman dalam beraktivitas. | | | | | |
| 7 | Dalam melakukan kegiatan kerja karyawan bagian mekanik tidak menimbulkan suara bising dan sudah mengikuti prosedur perusahaan | | | | | |
| 8 | Suara bising yang dikeluarkan dari ruang bengkel tidak terlalu mengganggu aktivitas saya dalam bekerja. | | | | | |
| 9 | Penggunaan warna cat pada ruangan membuat saya nyaman dalam melakukan pekerjaan. | | | | | |
| 10 | Pengunaan warna yang dipilih oeleh perusahaan sangat baik sehingga terlihat indah dan menarik. | | | | | |
| 11 | Peralatan kantor yang di sediakan oleh perusahaan sangat memadai. | | | | | |
| 12 | Peralatan kantor yang ada saat ini masih sangat baik dan masih layak digunakan. | | | | | |
| 13 | Keamanan ditempat kerja sudah mampu membuat saya bekerja dengan nyaman. | | | | | |
| 14 | Adanya jaminan keamanan lingkungan kerja yang diberikan perusahaan membuat saya merasakan kenyamanan. | | | | | |
| 15 | Rekan kerja dalam perusahaan di setiap masing-masing devisi memiliki hubungan sangat baik. | | | | | |
| 16 | Hubungan karyawan dengan atasan selalu berkomunikasi dengan baik. | | | | | |

**Variabel Kepuasan Kerja (Y)**

| No | Pernyataan | Jawaban | | | | |
|---|---|---|---|---|---|---|
| | | SS (5) | S (4) | N (3) | TS (2) | STS (1) |
| 1 | Saya merasa kepuasan dalam melakukan tugas atau pekerjaan yang diberikan oleh perusahaan | | | | | |
| 2 | Pekerjaan yang diberikan oleh perusahaan kepada saya sesuai dengan kemampuan yang saya miliki. | | | | | |
| 3 | Supervise yang diberikan perusahaan sesuai dengan keahlian atau skill yang saya miliki. | | | | | |
| 4 | Pekerjaan yang dibebankan kepada saya memberi saya peluang untuk mengambil keputusan sendiri, menimbulkan kebebasan dan ketidak tergantungan. | | | | | |
| 5 | Manajemen dalam perusahaan sangat sesuai dengan peraturan yang ditetapkan oleh perusahaan. | | | | | |
| 6 | Sistem manajemen yang diterapkan perusahaan menunjang pencapaian kinerja secara optimal | | | | | |
| 7 | Kesempatan untuk maju yang diberikan oleh perusahaan membuat saya merasakan kepuasn dalam bekerja. | | | | | |
| 8 | Perusahaan memberikan kesempatan seluas luasnya bagi setiap karyawan siapa saja yang berpotensi tanpa diskriminasi. | | | | | |
| 9 | Gaji yang diberikan oleh perusahaan sudah sesuai dengan standar gaji yang berlaku di pasar tenaga kerja. | | | | | |
| 10 | Gaji yang saya terima sesuai dengan tuntutan pekerjaan yang dibebankan kepada saya | | | | | |
| 11 | Hubungan antara saya dan atasan berjalan sangat baik serta memberikan masukan-masukan apabila saya mendapat kesulitan dalam penyelesaian pekerjaan | | | | | |
| 12 | Rekan kerja saya selalu memberi nasehat, dukungan dan membantu saya apabila menghadapi kesulitan dalam pekerjaan | | | | | |
| 13 | Kondisi pekerjaan yang dibebani perusahaan kepada saya saat ini sudah cukup membuat saya puas dalam bekerja. | | | | | |
| 14 | Fasilitas-fasilitas dikantor yang disediakan perusahaan menunjang aktivitas pekerjaan saya. | | | | | |

**Lampiran 2**

**Hasil Pengumpulan Data Jawaban Responden**

**1. Variabel Kompensasi ($X_1$)**

| No. Resp | Butir Pernyataan | | | | | | | | Jumlah |
|---|---|---|---|---|---|---|---|---|---|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | |
| 1 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 31 |
| 2 | 2 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 33 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | 31 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 33 |
| 6 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 7 | 4 | 3 | 2 | 4 | 4 | 4 | 2 | 2 | 25 |
| 8 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 10 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 11 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 12 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 13 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 28 |
| 14 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 36 |
| 15 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 31 |
| 16 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 17 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 30 |
| 18 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 33 |
| 19 | 4 | 2 | 4 | 4 | 3 | 4 | 2 | 4 | 27 |
| 20 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 21 | 5 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 29 |
| 22 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 31 |
| 23 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 36 |
| 24 | 3 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 27 |
| 25 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 27 |
| 26 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 27 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 28 |
| 28 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 36 |
| 29 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 31 |
| 30 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 30 |
| 31 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | 33 |
| 32 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 33 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 2 | 27 |
| 34 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 30 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| **35** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **32** |
| **36** | 3 | 2 | 4 | 3 | 4 | 4 | 5 | 4 | **29** |
| **37** | 4 | 4 | 2 | 3 | 4 | 2 | 4 | 3 | **26** |
| **38** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **34** |
| **39** | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | **28** |
| **40** | 3 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | **26** |
| **41** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | **29** |
| **42** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **34** |
| **43** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | **29** |
| **44** | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | **29** |

## 2. Variabel Lingkungan Kerja ($X_2$)

| No. Resp | Butir Pernyataan | | | | | | | | | | | | | | | | Jumlah |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 | P12 | P13 | P14 | P15 | P16 | |
| **1** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | **61** |
| **2** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | **76** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **4** | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | 4 | 4 | **61** |
| **5** | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | **58** |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **63** |
| **7** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **78** |
| **8** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **69** |
| **9** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | **74** |
| **10** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | **74** |
| **11** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | **56** |
| **12** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **68** |
| **13** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | **57** |
| **14** | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | **67** |
| **15** | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | **62** |
| **16** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | **61** |
| **17** | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | **59** |
| **18** | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | **69** |
| **19** | 4 | 2 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 2 | 4 | **54** |
| **20** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **21** | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | **61** |
| **22** | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | **62** |
| **23** | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | **59** |
| **24** | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | **65** |
| **25** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | **56** |

| | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **26** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **68** |
| **27** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | **57** |
| **28** | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | **67** |
| **29** | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | **62** |
| **30** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | **61** |
| **31** | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 3 | 3 | **58** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **63** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **34** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **69** |
| **35** | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | **55** |
| **36** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | **74** |
| **37** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | **56** |
| **38** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **68** |
| **39** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | **57** |
| **40** | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 2 | 4 | 4 | **55** |
| **41** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | **59** |
| **42** | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **62** |
| **43** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | **59** |
| **44** | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | **58** |

### 3. Kepuasan Kerja (Y)

| **No. Resp** | **Butir Pernyataan** | | | | | | | | | | | | | | **Jumlah** |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** | **P11** | **P12** | **P13** | **P14** | |
| **1** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | **54** |
| **2** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | **62** |
| **3** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **56** |
| **4** | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 4 | 5 | **53** |
| **5** | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | **52** |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **55** |
| **7** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **56** |
| **8** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **60** |
| **9** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **66** |
| **10** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **65** |
| **11** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | **49** |
| **12** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **60** |
| **13** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | **50** |
| **14** | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **59** |
| **15** | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | **55** |
| **16** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **53** |
| **17** | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | **52** |

| | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **18** | 5 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | **60** |
| **19** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | **57** |
| **20** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **60** |
| **21** | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | **57** |
| **22** | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **61** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **53** |
| **24** | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | **57** |
| **25** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | **49** |
| **26** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **60** |
| **27** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | **50** |
| **28** | 3 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | **59** |
| **29** | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 5 | 3 | **55** |
| **30** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | **53** |
| **31** | 2 | 3 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | **52** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | **55** |
| **33** | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **51** |
| **34** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | **60** |
| **35** | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **66** |
| **36** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | **65** |
| **37** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | **49** |
| **38** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | **60** |
| **39** | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | **50** |
| **40** | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 4 | 2 | **47** |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **56** |
| **42** | 3 | 3 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **51** |
| **43** | 4 | 4 | 3 | 2 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 2 | 2 | 4 | **45** |
| **44** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | **51** |

## Lampiran 3

## Hasil Uji Frekuensi Karakteristik Responden

**Statistics**

| | | Nama | Jenis Kelamin | Usia | Pendidikan Trakhir |
|---|---|---|---|---|---|
| N | Valid | 44 | 44 | 44 | 44 |
| | Missing | 0 | 0 | 0 | 0 |

**Nama**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Aan pratama | 1 | 2.3 | 2.3 | 2.3 |
| | Abel | 1 | 2.3 | 2.3 | 4.5 |
| | Adi | 1 | 2.3 | 2.3 | 6.8 |
| | Andri | 1 | 2.3 | 2.3 | 9.1 |
| | Anwar | 1 | 2.3 | 2.3 | 11.4 |
| | Ardi | 1 | 2.3 | 2.3 | 13.6 |
| | Arthan | 1 | 2.3 | 2.3 | 15.9 |
| | Bella | 1 | 2.3 | 2.3 | 18.2 |
| | Burhan | 1 | 2.3 | 2.3 | 20.5 |
| | Danang | 1 | 2.3 | 2.3 | 22.7 |
| | Dayat | 1 | 2.3 | 2.3 | 25.0 |
| | Dea | 1 | 2.3 | 2.3 | 27.3 |
| | Desi | 1 | 2.3 | 2.3 | 29.5 |
| | Dewi | 1 | 2.3 | 2.3 | 31.8 |
| | Fayur | 1 | 2.3 | 2.3 | 34.1 |
| | Feri | 1 | 2.3 | 2.3 | 36.4 |
| | Ferli | 1 | 2.3 | 2.3 | 38.6 |
| | Heri | 1 | 2.3 | 2.3 | 40.9 |
| | Icha | 1 | 2.3 | 2.3 | 43.2 |
| | Ilham | 1 | 2.3 | 2.3 | 45.5 |
| | Itma sari | 1 | 2.3 | 2.3 | 47.7 |
| | Iwan | 1 | 2.3 | 2.3 | 50.0 |
| | Joni | 1 | 2.3 | 2.3 | 52.3 |
| | Khalis | 1 | 2.3 | 2.3 | 54.5 |
| | Lia | 1 | 2.3 | 2.3 | 56.8 |
| | Mardian | 1 | 2.3 | 2.3 | 59.1 |
| | Medi | 1 | 2.3 | 2.3 | 61.4 |
| | Miranda | 1 | 2.3 | 2.3 | 63.6 |
| | Nardi | 1 | 2.3 | 2.3 | 65.9 |
| | Poni | 1 | 2.3 | 2.3 | 68.2 |
| | Prapto | 1 | 2.3 | 2.3 | 70.5 |

| | | | | | |
|---|---|---|---|---|---|
| | Putri | 1 | 2.3 | 2.3 | 72.7 |
| | Reski | 1 | 2.3 | 2.3 | 75.0 |
| | Rina | 1 | 2.3 | 2.3 | 77.3 |
| | Roni | 1 | 2.3 | 2.3 | 79.5 |
| | Rosi | 1 | 2.3 | 2.3 | 81.8 |
| | Sari | 1 | 2.3 | 2.3 | 84.1 |
| | Siska | 1 | 2.3 | 2.3 | 86.4 |
| | Sujadi | 1 | 2.3 | 2.3 | 88.6 |
| | Tarto | 1 | 2.3 | 2.3 | 90.9 |
| | Tini | 1 | 2.3 | 2.3 | 93.2 |
| | Tio | 1 | 2.3 | 2.3 | 95.5 |
| | Ucok | 1 | 2.3 | 2.3 | 97.7 |
| | Windi | 1 | 2.3 | 2.3 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Jenis Kelamin**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | Laki-Laki | 27 | 61.4 | 61.4 | 61.4 |
| | Perempuan | 17 | 38.6 | 38.6 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Usia**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 17-20 Tahun | 2 | 4.5 | 4.5 | 4.5 |
| | 21-30 Tahun | 23 | 52.3 | 52.3 | 56.8 |
| | 31-40 Tahun | 14 | 31.8 | 31.8 | 88.6 |
| | 41-50 Tahun | 5 | 11.4 | 11.4 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Pendidikan Trakhir**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | SMA | 28 | 63.6 | 63.6 | 63.6 |
| | D3 | 12 | 27.3 | 27.3 | 90.9 |
| | S1 | 4 | 9.1 | 9.1 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Lampiran 4**

**Hasil Uji Frekuensi Jawaban Respondem**

## 1. Variabel Kompensasi ($X_1$)

**X1p1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 5 | 11.4 | 11.4 | 15.9 |
| | 4 | 26 | 59.1 | 59.1 | 75.0 |
| | 5 | 11 | 25.0 | 25.0 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 7 | 15.9 | 15.9 | 15.9 |
| | 3 | 7 | 15.9 | 15.9 | 31.8 |
| | 4 | 22 | 50.0 | 50.0 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 9 | 20.5 | 20.5 | 25.0 |
| | 4 | 26 | 59.1 | 59.1 | 84.1 |
| | 5 | 7 | 15.9 | 15.9 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 18 | 40.9 | 40.9 | 43.2 |
| | 4 | 19 | 43.2 | 43.2 | 86.4 |
| | 5 | 6 | 13.6 | 13.6 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 11 | 25.0 | 25.0 | 25.0 |
| | 4 | 25 | 56.8 | 56.8 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 7 | 15.9 | 15.9 | 20.5 |
| | 4 | 27 | 61.4 | 61.4 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p7**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 3 | 6.8 | 6.8 | 6.8 |
| | 3 | 3 | 6.8 | 6.8 | 13.6 |
| | 4 | 31 | 70.5 | 70.5 | 84.1 |
| | 5 | 7 | 15.9 | 15.9 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X1p8**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 14 | 31.8 | 31.8 | 36.4 |
| | 4 | 26 | 59.1 | 59.1 | 95.5 |
| | 5 | 2 | 4.5 | 4.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Kompensasi**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 25 | 1 | 2.3 | 2.3 | 2.3 |
| | 26 | 2 | 4.5 | 4.5 | 6.8 |
| | 27 | 5 | 11.4 | 11.4 | 18.2 |
| | 28 | 3 | 6.8 | 6.8 | 25.0 |
| | 29 | 6 | 13.6 | 13.6 | 38.6 |
| | 30 | 4 | 9.1 | 9.1 | 47.7 |
| | 31 | 7 | 15.9 | 15.9 | 63.6 |
| | 32 | 3 | 6.8 | 6.8 | 70.5 |
| | 33 | 4 | 9.1 | 9.1 | 79.5 |
| | 34 | 4 | 9.1 | 9.1 | 88.6 |
| | 36 | 4 | 9.1 | 9.1 | 97.7 |
| | 38 | 1 | 2.3 | 2.3 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

## 2. Variabel Lingkungan Kerja

**X2p1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 7 | 15.9 | 15.9 | 20.5 |
| | 4 | 24 | 54.5 | 54.5 | 75.0 |
| | 5 | 11 | 25.0 | 25.0 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 5 | 11.4 | 11.4 | 11.4 |
| | 3 | 5 | 11.4 | 11.4 | 22.7 |
| | 4 | 22 | 50.0 | 50.0 | 72.7 |
| | 5 | 12 | 27.3 | 27.3 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 12 | 27.3 | 27.3 | 27.3 |
| | 4 | 27 | 61.4 | 61.4 | 88.6 |
| | 5 | 5 | 11.4 | 11.4 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 17 | 38.6 | 38.6 | 38.6 |
| | 4 | 19 | 43.2 | 43.2 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 2 | 4.5 | 4.5 | 6.8 |
| | 4 | 33 | 75.0 | 75.0 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 3 | 6.8 | 6.8 | 11.4 |
| | 4 | 31 | 70.5 | 70.5 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p7**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 4 | 9.1 | 9.1 | 9.1 |
| | 4 | 32 | 72.7 | 72.7 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p8**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 15 | 34.1 | 34.1 | 34.1 |
| | 4 | 27 | 61.4 | 61.4 | 95.5 |
| | 5 | 2 | 4.5 | 4.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p9**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 6 | 13.6 | 13.6 | 13.6 |
| | 4 | 25 | 56.8 | 56.8 | 70.5 |
| | 5 | 13 | 29.5 | 29.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p10**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 6 | 13.6 | 13.6 | 18.2 |
| | 4 | 24 | 54.5 | 54.5 | 72.7 |
| | 5 | 12 | 27.3 | 27.3 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p11**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 9 | 20.5 | 20.5 | 22.7 |
| | 4 | 26 | 59.1 | 59.1 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |

| | | | | | |
|---|---|---|---|---|---|
| | Total | 44 | 100.0 | 100.0 | |

**X2p12**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 17 | 38.6 | 38.6 | 38.6 |
| | 4 | 18 | 40.9 | 40.9 | 79.5 |
| | 5 | 9 | 20.5 | 20.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p13**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 16 | 36.4 | 36.4 | 36.4 |
| | 4 | 20 | 45.5 | 45.5 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p14**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 10 | 22.7 | 22.7 | 25.0 |
| | 4 | 25 | 56.8 | 56.8 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p15**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 3 | 6.8 | 6.8 | 9.1 |
| | 4 | 33 | 75.0 | 75.0 | 84.1 |
| | 5 | 7 | 15.9 | 15.9 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**X2p16**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 12 | 27.3 | 27.3 | 27.3 |
| | 4 | 31 | 70.5 | 70.5 | 97.7 |
| | 5 | 1 | 2.3 | 2.3 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Lingkuan Kerja**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 54 | 1 | 2.3 | 2.3 | 2.3 |
| | 55 | 2 | 4.5 | 4.5 | 6.8 |
| | 56 | 3 | 6.8 | 6.8 | 13.6 |
| | 57 | 3 | 6.8 | 6.8 | 20.5 |
| | 58 | 3 | 6.8 | 6.8 | 27.3 |
| | 59 | 4 | 9.1 | 9.1 | 36.4 |
| | 61 | 5 | 11.4 | 11.4 | 47.7 |
| | 62 | 4 | 9.1 | 9.1 | 56.8 |
| | 63 | 2 | 4.5 | 4.5 | 61.4 |
| | 64 | 3 | 6.8 | 6.8 | 68.2 |
| | 65 | 1 | 2.3 | 2.3 | 70.5 |
| | 67 | 2 | 4.5 | 4.5 | 75.0 |
| | 68 | 3 | 6.8 | 6.8 | 81.8 |
| | 69 | 3 | 6.8 | 6.8 | 88.6 |
| | 74 | 3 | 6.8 | 6.8 | 95.5 |
| | 76 | 1 | 2.3 | 2.3 | 97.7 |
| | 78 | 1 | 2.3 | 2.3 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

## 3. Variabel Kepuasan Kerja

**Yp1**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 5 | 11.4 | 11.4 | 15.9 |
| | 4 | 27 | 61.4 | 61.4 | 77.3 |
| | 5 | 10 | 22.7 | 22.7 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp2**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 3 | 6.8 | 6.8 | 6.8 |
| | 3 | 5 | 11.4 | 11.4 | 18.2 |
| | 4 | 25 | 56.8 | 56.8 | 75.0 |
| | 5 | 11 | 25.0 | 25.0 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp3**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 9 | 20.5 | 20.5 | 20.5 |
| | 4 | 31 | 70.5 | 70.5 | 90.9 |
| | 5 | 4 | 9.1 | 9.1 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp4**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 16 | 36.4 | 36.4 | 38.6 |
| | 4 | 21 | 47.7 | 47.7 | 86.4 |
| | 5 | 6 | 13.6 | 13.6 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp5**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 3 | 6.8 | 6.8 | 6.8 |
| | 4 | 32 | 72.7 | 72.7 | 79.5 |
| | 5 | 9 | 20.5 | 20.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp6**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 3 | 6.8 | 6.8 | 11.4 |
| | 4 | 29 | 65.9 | 65.9 | 77.3 |
| | 5 | 10 | 22.7 | 22.7 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp7**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 4 | 9.1 | 9.1 | 9.1 |
| | 4 | 31 | 70.5 | 70.5 | 79.5 |
| | 5 | 9 | 20.5 | 20.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp8**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 13 | 29.5 | 29.5 | 29.5 |
| | 4 | 29 | 65.9 | 65.9 | 95.5 |
| | 5 | 2 | 4.5 | 4.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp9**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 3 | 3 | 6.8 | 6.8 | 6.8 |
| | 4 | 26 | 59.1 | 59.1 | 65.9 |
| | 5 | 15 | 34.1 | 34.1 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp10**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 2 | 4.5 | 4.5 | 4.5 |
| | 3 | 3 | 6.8 | 6.8 | 11.4 |
| | 4 | 24 | 54.5 | 54.5 | 65.9 |
| | 5 | 15 | 34.1 | 34.1 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp11**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 10 | 22.7 | 22.7 | 25.0 |
| | 4 | 25 | 56.8 | 56.8 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp12**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 16 | 36.4 | 36.4 | 38.6 |
| | 4 | 18 | 40.9 | 40.9 | 79.5 |
| | 5 | 9 | 20.5 | 20.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp13**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 14 | 31.8 | 31.8 | 34.1 |
| | 4 | 21 | 47.7 | 47.7 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Yp14**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 2 | 1 | 2.3 | 2.3 | 2.3 |
| | 3 | 10 | 22.7 | 22.7 | 25.0 |
| | 4 | 25 | 56.8 | 56.8 | 81.8 |
| | 5 | 8 | 18.2 | 18.2 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

**Kepuasan Kerja**

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|---|---|---|---|---|---|
| Valid | 45 | 1 | 2.3 | 2.3 | 2.3 |
| | 47 | 1 | 2.3 | 2.3 | 4.5 |
| | 49 | 3 | 6.8 | 6.8 | 11.4 |
| | 50 | 3 | 6.8 | 6.8 | 18.2 |
| | 51 | 3 | 6.8 | 6.8 | 25.0 |
| | 52 | 3 | 6.8 | 6.8 | 31.8 |
| | 53 | 4 | 9.1 | 9.1 | 40.9 |
| | 54 | 1 | 2.3 | 2.3 | 43.2 |
| | 55 | 4 | 9.1 | 9.1 | 52.3 |
| | 56 | 3 | 6.8 | 6.8 | 59.1 |
| | 57 | 3 | 6.8 | 6.8 | 65.9 |
| | 59 | 2 | 4.5 | 4.5 | 70.5 |
| | 60 | 7 | 15.9 | 15.9 | 86.4 |
| | 61 | 1 | 2.3 | 2.3 | 88.6 |
| | 62 | 1 | 2.3 | 2.3 | 90.9 |
| | 65 | 2 | 4.5 | 4.5 | 95.5 |
| | 66 | 2 | 4.5 | 4.5 | 100.0 |
| | Total | 44 | 100.0 | 100.0 | |

## Lampiran 5

## Hasil Uji Validitas

### 1. Variabel Kompensasi ($X_1$)

**Correlations**

| | | X1p1 | X1p2 | X1p3 | X1p4 | X1p5 | X1p6 | X1p7 | X1p8 | Kompensasi |
|---|---|---|---|---|---|---|---|---|---|---|
| X1p1 | Pearson Correlation | 1 | .524** | 1.000** | .088 | .814** | .671** | .243 | .114 | .787** |
| | Sig. (1-tailed) | | .001 | .000 | .322 | .000 | .000 | .098 | .274 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p2 | Pearson Correlation | .524** | 1 | .524** | .481** | .361* | .377* | .372* | .385* | .720** |
| | Sig. (1-tailed) | .001 | | .001 | .004 | .025 | .020 | .021 | .018 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p3 | Pearson Correlation | 1.000** | .524** | 1 | .088 | .814** | .671** | .243 | .114 | .787** |
| | Sig. (1-tailed) | .000 | .001 | | .322 | .000 | .000 | .098 | .274 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p4 | Pearson Correlation | .088 | .481** | .088 | 1 | .069 | .114 | .636** | .850** | .577** |
| | Sig. (1-tailed) | .322 | .004 | .322 | | .359 | .274 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p5 | Pearson Correlation | .814** | .361* | .814** | .069 | 1 | .771** | .413* | -.043 | .751** |
| | Sig. (1-tailed) | .000 | .025 | .000 | .359 | | .000 | .012 | .412 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p6 | Pearson Correlation | .671** | .377* | .671** | .114 | .771** | 1 | .474** | .140 | .765** |
| | Sig. (1-tailed) | .000 | .020 | .000 | .274 | .000 | | .004 | .231 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p7 | Pearson Correlation | .243 | .372* | .243 | .636** | .413* | .474** | 1 | .517** | .701** |
| | Sig. (1-tailed) | .098 | .021 | .098 | .000 | .012 | .004 | | .002 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1p8 | Pearson Correlation | .114 | .385* | .114 | .850** | -.043 | .140 | .517** | 1 | .533** |
| | Sig. (1-tailed) | .274 | .018 | .274 | .000 | .412 | .231 | .002 | | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kompensasi | Pearson Correlation | .787** | .720** | .787** | .577** | .751** | .765** | .701** | .533** | 1 |
| | Sig. (1-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .001 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

## 2. Variabel Lingkungan Kerja ($X_2$)

**Correlations**

| | | X2p1 | X2p2 | X2p3 | X2p4 | X2p5 | X2p6 | X2p7 | X2p8 | X2p9 | X2p10 | X2p11 | X2p12 | X2p13 | X2p14 | X2p15 | X2p16 | Lingkungan Kerja |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Pearson Correlation | 1 | .741** | .007 | .094 | .170 | .429** | .326* | .239 | .708** | .477** | -.165 | .017 | -.035 | -.165 | .352* | .271 | .434** |
| X2p1 | Sig. (1-tailed) | | .000 | .485 | .311 | .185 | .009 | .040 | .101 | .000 | .004 | .192 | .464 | .427 | .192 | .028 | .074 | .008 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .741** | 1 | -.014 | .103 | .536** | .598** | .591** | .246 | .345* | .646** | -.128 | .133 | .068 | -.128 | .626** | .284 | .548** |
| X2p2 | Sig. (1-tailed) | .000 | | .472 | .295 | .001 | .000 | .000 | .095 | .031 | .000 | .250 | .242 | .360 | .250 | .000 | .064 | .001 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .007 | -.014 | 1 | .345* | .248 | .210 | .235 | .693** | .146 | .211 | .932** | .264 | .252 | .932** | .246 | .732** | .636** |
| X2p3 | Sig. (1-tailed) | .485 | .472 | | .031 | .094 | .132 | .106 | .000 | .221 | .132 | .000 | .079 | .089 | .000 | .095 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .094 | .103 | .345* | 1 | .453** | .351* | .410* | .246 | .302 | .397* | .335* | .920** | .567** | .335* | .410* | .252 | .661** |
| X2p4 | Sig. (1-tailed) | .311 | .295 | .031 | | .006 | .029 | .012 | .095 | .052 | .015 | .035 | .000 | .001 | .035 | .012 | .089 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .170 | .536** | .248 | .453** | 1 | .864** | .957** | .339* | .099 | .601** | .246 | .483** | .474** | .246 | .911** | .303 | .773** |
| X2p5 | Sig. (1-tailed) | .185 | .001 | .094 | .006 | | .000 | .000 | .033 | .301 | .000 | .095 | .003 | .004 | .095 | .000 | .052 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .429** | .598** | .210 | .351* | .864** | 1 | .973** | .398* | .157 | .572** | .080 | .259 | .383* | .080 | .934** | .370* | .743** |
| X2p6 | Sig. (1-tailed) | .009 | .000 | .132 | .029 | .000 | | .000 | .015 | .204 | .000 | .337 | .083 | .018 | .337 | .000 | .022 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .326* | .591** | .235 | .410* | .957** | .973** | 1 | .385* | .136 | .605** | .159 | .371* | .438** | .159 | .956** | .352* | .783** |
| X2p7 | Sig. (1-tailed) | .040 | .000 | .106 | .012 | .000 | .000 | | .018 | .237 | .000 | .201 | .022 | .008 | .201 | .000 | .028 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .239 | .246 | .693** | .246 | .339* | .398* | .385* | 1 | .256 | .363* | .666** | .243 | .136 | .666** | .303 | .965** | .700** |
| X2p8 | Sig. (1-tailed) | .101 | .095 | .000 | .095 | .033 | .015 | .018 | | .086 | .024 | .000 | .098 | .238 | .000 | .052 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| | Pearson Correlation | .708** | .345* | .146 | .302 | .099 | .157 | .136 | .256 | 1 | .644** | .144 | .259 | .005 | .144 | .085 | .219 | .450** |
| X2p9 | Sig. (1-tailed) | .000 | .031 | .221 | .052 | .301 | .204 | .237 | .086 | | .000 | .224 | .084 | .489 | .224 | .327 | .123 | .006 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| X2p10 | Pearson Correlation | .477** | .646*** | .211 | .397* | .601** | .572** | .605** | .363* | .644** | 1 | .188 | .343* | .144 | .188 | .569** | .339* | .701** |
| | Sig. (1-tailed) | .004 | .000 | .132 | .015 | .000 | .000 | .000 | .024 | .000 | | .160 | .032 | .223 | .160 | .001 | .033 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2p11 | Pearson Correlation | -.165 | -.128 | .932** | .335* | .246 | .080 | .159 | .666** | .144 | .188 | 1 | .376* | .293 | 1.000** | .094 | .634** | .580** |
| | Sig. (1-tailed) | .192 | .250 | .000 | .035 | .095 | .337 | .201 | .000 | .224 | .160 | | .020 | .058 | .000 | .311 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2p12 | Pearson Correlation | .017 | .133 | .264 | .920** | .483** | .259 | .371* | .243 | .259 | .343* | .376* | 1 | .601** | .376* | .303 | .187 | .626** |
| | Sig. (1-tailed) | .464 | .242 | .079 | .000 | .003 | .083 | .022 | .098 | .084 | .032 | .020 | | .000 | .020 | .052 | .161 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2p13 | Pearson Correlation | -.035 | .068 | .252 | .567** | .474** | .383* | .438** | .136 | .005 | .144 | .293 | .601** | 1 | .293 | .376* | .080 | .520** |
| | Sig. (1-tailed) | .427 | .360 | .089 | .001 | .004 | .018 | .008 | .238 | .489 | .223 | .058 | .000 | | .058 | .020 | .338 | .002 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2p14 | Pearson Correlation | -.165 | -.128 | .932** | .335* | .246 | .080 | .159 | .666** | .144 | .188 | 1.000** | .376* | .293 | 1 | .094 | .634** | .580** |
| | Sig. (1-tailed) | .192 | .250 | .000 | .035 | .095 | .337 | .201 | .000 | .224 | .160 | .000 | .020 | .058 | | .311 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2p15 | Pearson Correlation | .352* | .626** | .246 | .410* | .911** | .934** | .956** | .303 | .085 | .569** | .094 | .303 | .376* | .094 | 1 | .347* | .739** |
| | Sig. (1-tailed) | .028 | .000 | .095 | .012 | .000 | .000 | .000 | .052 | .327 | .001 | .311 | .052 | .020 | .311 | | .030 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2p16 | Pearson Correlation | .271 | .284 | .732** | .252 | .303 | .370* | .352* | .965** | .219 | .339* | .634** | .187 | .080 | .634** | .347* | 1 | .683** |
| | Sig. (1-tailed) | .074 | .064 | .000 | .089 | .052 | .022 | .028 | .000 | .123 | .033 | .000 | .161 | .338 | .000 | .030 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Lingkungan Kerja | Pearson Correlation | .434** | .548** | .636** | .661** | .773** | .743** | .783** | .700** | .450** | .701** | .580** | .626** | .520** | .580** | .739** | .683** | 1 |
| | Sig. (1-tailed) | .008 | .001 | .000 | .000 | .000 | .000 | .000 | .000 | .006 | .000 | .000 | .000 | .002 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

### 3. Variabel Kepuasan Kerja (Y)

**Correlations**

| | | Yp1 | Yp2 | Yp3 | Yp4 | Yp5 | Yp6 | Yp7 | Yp8 | Yp9 | Yp10 | Yp11 | Yp12 | Yp13 | Yp14 | Kepuasan Kerja |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Yp1 | Pearson Correlation | 1 | .743** | .364* | .340* | .646** | .646** | .338* | .411* | .372* | .411* | 1.000** | .646** | .364* | .389* | .701** |
| | Sig. (1-tailed) | | .000 | .024 | .033 | .000 | .000 | .034 | .012 | .022 | .012 | .000 | .000 | .024 | .017 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp2 | Pearson Correlation | .743** | 1 | .427** | .417* | .758** | .758** | .701** | .507** | .731** | .507** | .743** | .758** | .427** | .479** | .823** |
| | Sig. (1-tailed) | .000 | | .009 | .011 | .000 | .000 | .000 | .002 | .000 | .002 | .000 | .000 | .009 | .004 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp3 | Pearson Correlation | .364* | .427** | 1 | .378* | .393* | .393* | .497** | .817** | .469** | .817** | .364* | .393* | 1.000** | .381* | .740** |
| | Sig. (1-tailed) | .024 | .009 | | .020 | .016 | .016 | .003 | .000 | .004 | .000 | .024 | .016 | .000 | .019 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp4 | Pearson Correlation | .340* | .417* | .378* | 1 | .616** | .616** | .596** | .288 | .432** | .288 | .340* | .616** | .378* | .899** | .682** |
| | Sig. (1-tailed) | .033 | .011 | .020 | | .000 | .000 | .000 | .062 | .009 | .062 | .033 | .000 | .020 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp5 | Pearson Correlation | .646** | .758** | .393* | .616** | 1 | 1.000** | .711** | .383* | .705** | .383* | .646** | 1.000** | .393* | .651** | .848** |
| | Sig. (1-tailed) | .000 | .000 | .016 | .000 | | .000 | .000 | .018 | .000 | .018 | .000 | .000 | .016 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp6 | Pearson Correlation | .646** | .758** | .393* | .616** | 1.000** | 1 | .711** | .383* | .705** | .383* | .646** | 1.000** | .393* | .651** | .848** |
| | Sig. (1-tailed) | .000 | .000 | .016 | .000 | .000 | | .000 | .018 | .000 | .018 | .000 | .000 | .016 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp7 | Pearson Correlation | .338* | .701** | .497** | .596** | .711** | .711** | 1 | .420* | .859** | .420* | .338* | .711** | .497** | .525** | .773** |
| | Sig. (1-tailed) | .034 | .000 | .003 | .000 | .000 | .000 | | .010 | .000 | .010 | .034 | .000 | .003 | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp8 | Pearson Correlation | .411* | .507** | .817** | .288 | .383* | .383* | .420* | 1 | .503** | 1.000** | .411* | .383* | .817** | .383* | .739** |
| | Sig. (1-tailed) | .012 | .002 | .000 | .062 | .018 | .018 | .010 | | .002 | .000 | .012 | .018 | .000 | .018 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp9 | Pearson Correlation | .372* | .731** | .469** | .432** | .705** | .705** | .859** | .503** | 1 | .503** | .372* | .705** | .469** | .598** | .782** |
| | Sig. (1-tailed) | .022 | .000 | .004 | .009 | .000 | .000 | .000 | .002 | | .002 | .022 | .000 | .004 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp10 | Pearson Correlation | .411* | .507** | .817** | .288 | .383* | .383* | .420* | 1.000** | .503** | 1 | .411* | .383* | .817** | .383* | .739** |
| | Sig. (1-tailed) | .012 | .002 | .000 | .062 | .018 | .018 | .010 | .000 | .002 | | .012 | .018 | .000 | .018 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp11 | Pearson Correlation | 1.000** | .743** | .364* | .340* | .646** | .646** | .338* | .411* | .372* | .411* | 1 | .646** | .364* | .389* | .701** |
| | Sig. (1-tailed) | .000 | .000 | .024 | .033 | .000 | .000 | .034 | .012 | .022 | .012 | | .000 | .024 | .017 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

| | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Yp12 | Pearson Correlation | .646** | .758** | .393* | .616** | 1.000** | 1.000** | .711** | .383* | .705** | .383* | .646** | 1 | .393* | .651** | .848** |
| | Sig. (1-tailed) | .000 | .000 | .016 | .000 | .000 | .000 | .000 | .018 | .000 | .018 | .000 | | .016 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp13 | Pearson Correlation | .364* | .427** | 1.000** | .378* | .393* | .393* | .497** | .817** | .469** | .817** | .364* | .393* | 1 | .381* | .740** |
| | Sig. (1-tailed) | .024 | .009 | .000 | .020 | .016 | .016 | .003 | .000 | .004 | .000 | .024 | .016 | | .019 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Yp14 | Pearson Correlation | .389* | .479** | .381* | .899** | .651** | .651** | .525** | .383* | .598** | .383* | .389* | .651** | .381* | 1 | .733** |
| | Sig. (1-tailed) | .017 | .004 | .019 | .000 | .000 | .000 | .001 | .018 | .000 | .018 | .017 | .000 | .019 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan Kerja | Pearson Correlation | .701** | .823** | .740** | .682** | .848** | .848** | .773** | .739** | .782** | .739** | .701** | .848** | .740** | .733** | 1 |
| | Sig. (1-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

**. Correlation is significant at the 0.01 level (1-tailed).

*. Correlation is significant at the 0.05 level (1-tailed).

**Lampiran 6**

**Hasil Uji Reabilitas**

1. **Variabel Kompensasi ($X_1$)**

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .852 | 8 |

2. **Variabel Lingkungan Kerja ($X_2$)**

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .897 | 16 |

3. **Variabel Kepuasan Konsumen (Y)**

**Case Processing Summary**

| | | N | % |
|---|---|---|---|
| Cases | Valid | 30 | 100.0 |
| | Excluded[a] | 0 | .0 |
| | Total | 30 | 100.0 |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|---|---|
| .942 | 14 |

**Lmpiran 7**

**Hasil Olah Data Uji Persyaratan Analisis Data**

## 1. Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

| | | Kompensasi | Lingkungan Kerja | Kepuasan Kerja |
|---|---|---|---|---|
| N | | 44 | 44 | 44 |
| Normal Parameters[a,b] | Mean | 30.75 | 62.95 | 55.59 |
| | Std. Deviation | 3.134 | 6.111 | 5.222 |
| Most Extreme Differences | Absolute | .105 | .130 | .099 |
| | Positive | .105 | .130 | .099 |
| | Negative | -.067 | -.078 | -.096 |
| Kolmogorov-Smirnov Z | | .694 | .864 | .658 |
| Asymp. Sig. (2-tailed) | | .722 | .444 | .780 |

a. Test distribution is Normal.
b. Calculated from data.

## 2. Hasil Uji Linieritas

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| Kepuasan Kerja * Kompensasi | Between Groups | (Combined) | 512.972 | 11 | 46.634 | 2.262 | .036 |
| | | Linearity | 335.707 | 1 | 335.707 | 16.285 | .000 |
| | | Deviation from Linearity | 177.265 | 10 | 17.727 | .860 | .578 |
| | Within Groups | | 659.664 | 32 | 20.615 | | |
| | Total | | 1172.636 | 43 | | | |

**ANOVA Table**

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|---|
| Kepuasan Kerja * Lingkungan Kerja | Between Groups | (Combined) | 822.136 | 16 | 51.384 | 3.958 | .001 |
| | | Linearity | 549.261 | 1 | 549.261 | 42.311 | .000 |
| | | Deviation from Linearity | 272.876 | 15 | 18.192 | 1.401 | .216 |
| | Within Groups | | 350.500 | 27 | 12.981 | | |
| | Total | | 1172.636 | 43 | | | |

### 3. Hasil Uji Multikolinieritas

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|---|---|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 9.453 | 6.605 | | 1.431 | .160 | | |
| | Kompensasi | .520 | .190 | .312 | 2.736 | .009 | .842 | 1.188 |
| | Lingkungan Kerja | .479 | .098 | .560 | 4.909 | .000 | .842 | 1.188 |

a. Dependent Variable: Kepuasan Kerja

**Lampiran 8**

**Hasil Uji Analisis Regresi Linier Berganda, Uji t & Uji F**

1. **Hasil Uji Regresi Linier Berganda**

**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|---|---|---|---|---|
| 1 | .742[a] | .550 | .529 | 3.586 |

a. Predictors: (Constant), Lingkungan Kerja , Kompensasi

2. **Hasil Uji t**

**ANOVA[a]**

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|---|
| 1 | Regression | 645.511 | 2 | 322.756 | 25.104 | .000[b] |
| | Residual | 527.125 | 41 | 12.857 | | |
| | Total | 1172.636 | 43 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Lingkungan Kerja , Kompensasi

3. **Hasil Uji F**

**Coefficients[a]**

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---|---|---|---|---|---|---|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 9.453 | 6.605 | | 1.431 | .160 |
| | Kompensasi | .520 | .190 | .312 | 2.736 | .009 |
| | Lingkungan Kerja | .479 | .098 | .560 | 4.909 | .000 |

a. Dependent Variable: Kepuasan Kerja

**Lampiran 9**

**R. Tabel**

| Interval Kepercayaan | | | Interval Kepercayaan | | | Interval Kepercayaan | | |
|---|---|---|---|---|---|---|---|---|
| n | 95% | 99% | n | 95% | 99% | n | 95% | 99% |
| 3 | 0,997 | 0,999 | 26 | 0,388 | 0,496 | 55 | 0,266 | 0,345 |
| 4 | 0,950 | 0,990 | 27 | 0,381 | 0,487 | 60 | 0,254 | 0,330 |
| 5 | 0,878 | 0,959 | 28 | 0,374 | 0,478 | 65 | 0,244 | 0,317 |
| 6 | 0,811 | 0,917 | 29 | 0,367 | 0,470 | 70 | 0,235 | 0,306 |
| 7 | 0,754 | 0,874 | 30 | 0,361 | 0,463 | 75 | 0,227 | 0,296 |
| 8 | 0,707 | 0,874 | 31 | 0,355 | 0,456 | 80 | 0,220 | 0,286 |
| 9 | 0,666 | 0,798 | 32 | 0,349 | 0,449 | 85 | 0,213 | 0,278 |
| 10 | 0,632 | 0,765 | 33 | 0,344 | 0,442 | 90 | 0,207 | 0,270 |
| 11 | 0,602 | 0,735 | 34 | 0,339 | 0,436 | 95 | 0,202 | 0,263 |
| 12 | 0'576 | 0,708 | 35 | 0,334 | 0,430 | 100 | 0,195 | 0,256 |
| 13 | 0,553 | 0,684 | 36 | 0,329 | 0,424 | 125 | 0,176 | 0,230 |
| 14 | 0,532 | 0,661 | 37 | 0,325 | 0,418 | 150 | 0,157 | 0,210 |
| 15 | 0,514 | 0,641 | 38 | 0,320 | 0,413 | 175 | 0,148 | 0,194 |
| 16 | 0,497 | 0,623 | 39 | 0,316 | 0,408 | 200 | 0,138 | 0,181 |
| 17 | 0,482 | 0,606 | 40 | 0,312 | 0,403 | 300 | 0,113 | 0,148 |
| 18 | 0,468 | 0,590 | 41 | 0,308 | 0,396 | 400 | 0,098 | 0,128 |
| 19 | 0,456 | 0,575 | 42 | 0,304 | 0,393 | 500 | 0,088 | 0,115 |
| 20 | 0,444 | 0,561 | 43 | 0,301 | 0,389 | 600 | 0,080 | 0,105 |
| 21 | 0,433 | 0,549 | 44 | 0,297 | 0,384 | 700 | 0,074 | 0,097 |
| 22 | 0,423 | 0,537 | 45 | 0,294 | 0,380 | 800 | 0,070 | 0,091 |
| 23 | 0,413 | 0,526 | 46 | 0,291 | 0,276 | 900 | 0,065 | 0,086 |
| 24 | 0,404 | 0,515 | 47 | 0,288 | 0,372 | 000 | 0,062 | 0,081 |
| 25 | 0,396 | 0,505 | 48 | 0,284 | 0,368 | | | |
| | | | 49 | 0,281 | 0,364 | | | |
| | | | 50 | 0,297 | 0,361 | | | |

## Lampiran 10

## Tabel t

| Pr / df | 0.25<br>0.50 | 0.10<br>0.20 | 0.05<br>0.10 | 0.025<br>0.050 | 0.01<br>0.02 | 0.005<br>0.010 | 0.001<br>0.002 |
|---|---|---|---|---|---|---|---|
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |

# Lampiran 11
## Tabel F

| df untuk penyebut (N2) | df untuk pembilang (N1) | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| **1** | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 |
| **2** | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 |
| **3** | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 |
| **4** | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 |
| **5** | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 |
| **6** | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 |
| **7** | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 |
| **8** | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 |
| **9** | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 |
| **10** | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 |
| **11** | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 |
| **12** | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 |
| **13** | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 |
| **14** | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 |
| **15** | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 |
| **16** | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 |
| **17** | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 |
| **18** | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 |
| **19** | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 |
| **20** | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 |
| **21** | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 |
| **22** | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 |
| **23** | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 |
| **24** | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 |
| **25** | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 |
| **26** | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 |
| **27** | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 |
| **28** | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 |
| **29** | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 |
| **30** | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 |
| **31** | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 |
| **32** | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 |
| **33** | 4.14 | 3.28 | 2.89 | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 |
| **34** | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 |
| **35** | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 |
| **36** | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 |
| **37** | 4.11 | 3.25 | 2.86 | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 |
| **38** | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 |
| **39** | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 |
| **40** | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 |
| **41** | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 |
| **42** | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 |
| **43** | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 |
| **44** | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 |
| **45** | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 |
| **46** | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 |
| **47** | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 |