

Lampiran 1



KUESIONER PENELITIAN

No Responden

Kepada YTH
Bapak/Saudara
Responden
Di Tempat

Dengan Hormat

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul :

“Pengaruh Kepuasan Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan PT. BPR Fajar Warapastika ”

Bersama ini saya :

Nama : Vita Fatmawati
NPM : 1612110562
Email : vita.fatmawati189@gmail.com
Fakultas/Jurusan : Ekonomi/Manajemen
Dosen Pembimbing :
Email :

Memohon bantuan kepada bapak/saudara untuk mengisi kuesioner penelitian yang terlampir. Penelitian ini bertujuan untuk mengetahui Kinerja Karyawan dengan adanya Kepuasan Kerja dan Komitmen Organisasi pada PT. BPR Fajar Warapastika. Jawaban yang subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian

Atas perhatian dan bantuannya saya ucapkan terima kasih.

Hormat Saya

Vita Fatmawati

1. IDENTIFIKASI RESPONDEN

- a. Nama Responden : (Boleh tidak diisi)
- b. Jenis Kelamin * : Laki-laki Perempuan
- c. Masa Kerja* : < 1 Tahun 1-3 Tahun > 3 Tahun
- d. Pendidikan* : SMA D3 S1

(*) Wajib diisi

FORMAT PENGISIAN KUESIONER

Berilah tanda () 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

Variabel Kepuasan Kerja

No.	Pertanyaan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
	Kepuasan dengan pekerjaan itu sendiri					
1	Saya merasa puas dengan pekerjaan yang ada diperusahaan ini					
2	Pekerjaan saya memberikan peluang untuk kemajuan dimasa yang akan datang					
	Kepuasan dengan gaji					
3	Pembayaran gaji saya terima secara adil					
4	Pembayaran gaji saya terima sesuai dengan harapan					
	Kepuasan dengan sarana					
5	Lingkungan kerja saya mempunyai fasilitas internet					
6	Fasilitas kerja memudahkan saya menyelesaikan pekerjaan					
	Kepuasan dengan rekan kerja					
7	Rekan kerja menghargai usaha yang saya lakukan ditempat kerja					
8	Sikap toleransi dari rekan kerja memberikan rasa kepuasan dalam bekerja					

FORMAT PENGISIAN KUESIONER

Berilah tanda () 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

Variabel Komitmen Organisasi

No.	Pertanyaan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
	Kebahagiaan bekerja diperusahaan					
1	Merasa bahagia bekerja di perusahaan ini					
2	Merasa senang memiliki keluarga baru didalam perusahaan ini					
	Kebanggaan bekerja diperusahaan					
3	Merasa bangga menjadi bagian diperusahaan ini					
4	Merasa masalah yang terjadi diperusahaan menjadi permasalahan saya juga					
	Loyalitas terhadap perusahaan					
5	Merasa berat jika meninggalkan organisasi					
6	Memiliki rasa suka duka terhadap organisasi ini					
	Memberi kontribusi terbaik pada perusahaan					
7	Berkeinginan memberikan kontribusi sepanjang hidup diperusahaan ini					
8	Menyelesaikan pekerjaan dengan baik tanpa kesalahan adalah hal yang selalu saya lakukan					
	Bersedia bekerja diluar deskripsi pekerjaan yang diberikan					
9	Berkeingin menghabiskan sisa karir saya diorganisasi ini					
10	Sadar bahwa komitmen adalah hal yang harus saya lakukan					

FORMAT PENGISIAN KUESIONER

Berilah tanda () 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

Variabel Kinerja

No.	Pertanyaan	Jawaban				
		SS	S	CS	TS	STS
		5	4	3	2	1
	Kualitas					
1	Saya bekerja sesuai target yang telah ditentukan					
2	Saya berusaha untuk memberikan hasil kerja yang baik					
	Kuantitas					
3	Kuantitas pimpinan dalam memberikan arahan terhadap karyawan masih kurang					
4	Saya bekerja sesuai target yang telah ditetapkan oleh perusahaan					
	Ketepatan Waktu					
5	Perusahaan menghargai ketepatan waktu kerja karyawan					
6	Saya mampu menyelesaikan pekerjaan tepat waktu					
	Kehadiran					
7	Saya hadir tepat waktu ketika jam kerja					
8	Saya selalu berusaha hadir untuk bekerja, kecuali saat sedang sakit					
	Kemampuan Bekerjasama					
9	Sesama rekan kerja saya berusaha untuk selalu kompak					
10	Rekan kerja saya sangat memberikan pengaruh positif terhadap pekerjaan					

Lampiran 2

Hasil Pengumpulan Data Jawaban Responden

1. Kepuasan Kerja

No	X1	X2	X3	X4	X5	X6	X7	X8	TOTAL_X1
1	4	4	3	4	4	4	4	4	31
2	4	3	4	5	4	4	4	4	32
3	4	3	3	3	3	4	3	3	26
4	4	5	5	4	4	2	2	2	28
5	5	5	4	5	3	5	5	5	37
6	5	5	3	5	5	5	5	5	38
7	3	1	3	3	3	4	3	3	23
8	4	5	3	3	2	3	3	3	26
9	4	3	4	4	4	4	4	4	31
10	4	2	2	2	2	2	2	3	19
11	4	4	4	4	3	4	3	3	29
12	2	2	3	2	2	4	3	4	22
13	3	4	2	5	4	4	2	1	25
14	3	3	3	3	3	2	2	3	22
15	5	4	4	4	4	4	3	3	31
16	4	1	4	1	4	4	4	4	26
17	5	5	5	5	5	4	5	3	37
18	1	3	4	5	3	4	1	4	25
19	3	3	3	3	3	4	4	3	26
20	5	5	5	5	5	5	5	5	40
21	5	4	3	3	3	3	3	4	28
22	3	3	3	2	1	2	1	2	17
23	4	3	3	4	3	4	5	3	29
24	2	3	3	5	4	3	4	2	26
25	5	5	5	5	5	5	4	5	39
26	4	4	5	5	4	5	4	5	36
27	4	5	4	2	3	4	3	3	28
28	5	5	5	4	3	3	5	5	35
29	3	5	2	3	2	3	4	4	26
30	3	5	2	5	2	2	5	5	29
31	4	5	4	5	5	4	4	5	36
32	4	5	5	5	4	4	3	3	33
33	5	3	3	3	3	3	4	4	28
34	3	3	2	2	4	3	4	5	26
35	4	4	4	4	4	4	5	4	33

36	4	5	5	5	5	5	5	5	5	39
37	3	2	3	3	3	3	4	5		26
38	5	5	4	5	5	4	4	4		36

2. Komitmen Kerja

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
1	2	3	3	4	3	3	3	3	3	3	30
2	4	3	5	3	4	5	4	3	5	3	39
3	2	3	3	3	2	3	2	3	3	2	26
4	5	4	4	2	2	3	2	2	3	3	30
5	4	4	5	5	4	4	4	4	3	4	41
6	4	5	5	4	4	2	3	5	5	2	39
7	4	5	5	4	3	5	5	5	5	4	45
8	3	3	2	2	4	3	3	3	2	3	28
9	4	4	4	5	4	5	2	5	5	5	43
10	5	4	5	4	4	4	4	3	4	5	42
11	3	2	2	3	3	4	3	4	2	3	29
12	4	5	4	5	4	5	5	5	5	4	46
13	5	5	4	4	4	4	5	4	5	4	44
14	3	4	3	4	3	3	3	2	5	4	34
15	3	2	3	3	5	4	1	4	2	3	30
16	1	1	2	1	2	1	2	2	1	1	14
17	4	3	4	3	3	4	4	4	4	4	37
18	3	4	3	3	4	3	3	4	4	3	34
19	4	3	3	3	2	4	3	3	4	4	33
20	3	5	5	4	5	3	4	5	5	4	43
21	3	4	4	4	4	4	4	3	5	4	39
22	4	4	4	5	2	4	4	4	2	3	36
23	5	2	3	3	3	5	4	3	4	3	35
24	5	4	4	4	5	4	4	4	4	5	43
25	5	5	5	3	5	5	5	4	5	5	47
26	3	3	4	3	4	5	3	3	3	5	36
27	3	3	3	4	3	4	5	4	2	2	33
28	5	5	4	4	5	4	5	5	5	5	47
29	4	2	4	4	4	2	4	2	4	4	34
30	4	5	5	5	5	4	5	5	5	4	47
31	5	3	4	5	4	4	4	3	3	5	40
32	3	4	4	3	5	5	3	4	2	3	36
33	4	4	4	5	5	5	4	5	3	4	43
34	5	3	4	4	3	4	4	5	5	5	42
35	4	4	5	5	4	2	2	4	2	2	34
36	5	5	4	5	3	5	4	2	3	4	40

37	4	5	3	4	4	4	3	5	4	5	41
38	4	4	4	5	5	5	5	5	2	3	42

3. Kinerja Karyawan

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL_Y
1	5	4	3	3	4	3	3	2	2	4	33
2	2	1	3	3	3	5	3	5	1	3	29
3	3	4	4	3	3	3	4	3	5	4	36
4	4	4	4	5	4	5	4	4	3	4	41
5	4	2	5	3	5	5	5	5	5	3	42
6	2	3	2	5	4	2	5	4	3	2	32
7	4	5	5	5	5	5	4	4	5	5	47
8	4	4	3	2	3	2	3	3	2	4	30
9	4	5	4	5	4	5	4	5	3	4	43
10	2	5	2	2	4	3	3	5	3	2	31
11	4	5	4	4	4	5	4	5	2	4	41
12	4	5	4	5	5	5	5	5	5	5	48
13	4	4	4	4	4	5	3	3	3	5	39
14	3	3	3	3	2	4	2	4	3	3	30
15	4	5	5	4	4	4	4	4	5	4	43
16	2	2	2	3	2	3	3	2	2	2	23
17	4	4	4	4	4	5	4	5	4	4	42
18	3	4	2	4	2	2	2	2	2	2	25
19	2	2	2	2	4	2	4	2	2	4	26
20	5	4	4	5	5	5	4	4	4	5	45
21	3	3	5	4	4	4	4	4	3	4	38
22	5	4	3	3	3	3	3	3	2	2	31
23	5	4	4	4	4	4	5	5	4	5	44
24	3	4	3	3	3	4	3	4	4	3	34
25	5	5	5	5	5	5	5	5	5	5	50
26	5	5	3	5	5	5	5	4	5	5	47
27	3	4	3	3	4	2	2	4	3	2	30
28	4	4	3	5	5	4	5	5	4	4	43
29	3	3	3	3	5	2	4	4	5	3	35
30	2	4	5	4	5	5	3	4	2	2	36
31	5	5	5	5	5	5	4	5	5	5	49
32	5	4	4	3	5	2	3	4	2	3	35
33	3	3	3	4	3	4	5	4	3	3	35
34	5	3	4	4	2	1	4	3	5	5	36
35	5	5	5	3	5	5	5	5	5	4	47
36	5	5	5	5	5	4	5	5	5	4	48

37	3	4	3	5	4	5	2	5	3	3	37
38	4	4	4	2	4	2	4	4	4	4	36

Lampiran 3

Hasil Output Uji Frekuensi Karakteristik Responden

Jenis_Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Pria	24	63,2	63,2	63,2
Valid Wanita	14	36,8	36,8	100,0
Total	38	100,0	100,0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
S1	23	60,5	60,5	60,5
D3	11	28,9	28,9	89,5
Valid SMA	4	10,5	10,5	100,0
Total	38	100,0	100,0	

Masa_Kerja

	Frequency	Percent	Valid Percent	Cumulative Percent
1 - 3 Tahun	6	15,8	15,8	15,8
Valid > 3 Tahun	32	84,2	84,2	100,0
Total	38	100,0	100,0	

Lampiran 4

Output uji frekuensi jawaban responden

Kompensasi

X1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	2	5,3	5,3	7,9
3	9	23,7	23,7	31,6
4	16	42,1	42,1	73,7
5	10	26,3	26,3	100,0
Total	38	100,0	100,0	

X2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	2	5,3	5,3	5,3
2	3	7,9	7,9	13,2
3	11	28,9	28,9	42,1
4	7	18,4	18,4	60,5
5	15	39,5	39,5	100,0
Total	38	100,0	100,0	

X3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	13,2	13,2	13,2
3	14	36,8	36,8	50,0
4	11	28,9	28,9	78,9
5	8	21,1	21,1	100,0
Total	38	100,0	100,0	

X4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	5	13,2	13,2	15,8
3	9	23,7	23,7	39,5
4	8	21,1	21,1	60,5
5	15	39,5	39,5	100,0
Total	38	100,0	100,0	

X5

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	5	13,2	13,2	15,8
3	13	34,2	34,2	50,0
4	12	31,6	31,6	81,6
5	7	18,4	18,4	100,0
Total	38	100,0	100,0	

X6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	13,2	13,2	13,2
3	8	21,1	21,1	34,2
4	19	50,0	50,0	84,2
5	6	15,8	15,8	100,0
Total	38	100,0	100,0	

X7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	5,3	5,3	5,3
2	4	10,5	10,5	15,8
3	9	23,7	23,7	39,5
4	14	36,8	36,8	76,3
5	9	23,7	23,7	100,0
Total	38	100,0	100,0	

X8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2,6	2,6	2,6
2	3	7,9	7,9	10,5
3	12	31,6	31,6	42,1
4	11	28,9	28,9	71,1
5	11	28,9	28,9	100,0
Total	38	100,0	100,0	

Komitmen Kerja**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	2,6	2,6	2,6
2	2	5,3	5,3	7,9
3	10	26,3	26,3	34,2
4	15	39,5	39,5	73,7
5	10	26,3	26,3	100,0
Total	38	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	4	10,5	10,5	13,2
3	10	26,3	26,3	39,5
4	13	34,2	34,2	73,7
5	10	26,3	26,3	100,0
Total	38	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	7,9	7,9	7,9
3	9	23,7	23,7	31,6
4	17	44,7	44,7	76,3
5	9	23,7	23,7	100,0
Total	38	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	2	5,3	5,3	7,9
3	11	28,9	28,9	36,8
4	14	36,8	36,8	73,7
5	10	26,3	26,3	100,0
Total	38	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	13,2	13,2	13,2
3	9	23,7	23,7	36,8
Valid 4	15	39,5	39,5	76,3
5	9	23,7	23,7	100,0
Total	38	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	3	7,9	7,9	10,5
Valid 3	7	18,4	18,4	28,9
4	16	42,1	42,1	71,1
5	11	28,9	28,9	100,0
Total	38	100,0	100,0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	5	13,2	13,2	15,8
Valid 3	10	26,3	26,3	42,1
4	14	36,8	36,8	78,9
5	8	21,1	21,1	100,0
Total	38	100,0	100,0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	13,2	13,2	13,2
3	10	26,3	26,3	39,5
Valid 4	12	31,6	31,6	71,1
5	11	28,9	28,9	100,0
Total	38	100,0	100,0	

X2.9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	8	21,1	21,1	23,7
Valid 3	8	21,1	21,1	44,7
4	8	21,1	21,1	65,8
5	13	34,2	34,2	100,0
Total	38	100,0	100,0	

X2.10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	4	10,5	10,5	13,2
Valid 3	11	28,9	28,9	42,1
4	13	34,2	34,2	76,3
5	9	23,7	23,7	100,0
Total	38	100,0	100,0	

Kinerja Karyawan

Y1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	15,8	15,8	15,8
3	9	23,7	23,7	39,5
Valid 4	12	31,6	31,6	71,1
5	11	28,9	28,9	100,0
Total	38	100,0	100,0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	3	7,9	7,9	10,5
Valid 3	6	15,8	15,8	26,3
4	17	44,7	44,7	71,1
5	11	28,9	28,9	100,0
Total	38	100,0	100,0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	13,2	13,2	13,2
3	12	31,6	31,6	44,7
Valid 4	12	31,6	31,6	76,3
5	9	23,7	23,7	100,0
Total	38	100,0	100,0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,5	10,5	10,5
3	12	31,6	31,6	42,1
Valid 4	10	26,3	26,3	68,4
5	12	31,6	31,6	100,0
Total	38	100,0	100,0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,5	10,5	10,5
3	6	15,8	15,8	26,3
Valid 4	15	39,5	39,5	65,8
5	13	34,2	34,2	100,0
Total	38	100,0	100,0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	8	21,1	21,1	23,7
Valid 3	5	13,2	13,2	36,8
4	8	21,1	21,1	57,9
5	16	42,1	42,1	100,0
Total	38	100,0	100,0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,5	10,5	10,5
3	10	26,3	26,3	36,8
Valid 4	14	36,8	36,8	73,7
5	10	26,3	26,3	100,0
Total	38	100,0	100,0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	10,5	10,5	10,5
3	5	13,2	13,2	23,7
Valid 4	15	39,5	39,5	63,2
5	14	36,8	36,8	100,0
Total	38	100,0	100,0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,6	2,6	2,6
2	9	23,7	23,7	26,3
Valid 3	10	26,3	26,3	52,6
4	6	15,8	15,8	68,4
5	12	31,6	31,6	100,0
Total	38	100,0	100,0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	18,4	18,4	18,4
3	8	21,1	21,1	39,5
Valid 4	14	36,8	36,8	76,3
5	9	23,7	23,7	100,0
Total	38	100,0	100,0	

Lampiran 5

Hasil Output Uji Validitas

Kepuasan Kerja

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	TOTAL_X
X1	Pearson Correlation	1	,473**	,454**	,157	,456**	,314	,503**	,356	,679**
	Sig. (2-tailed)		,008	,012	,408	,011	,091	,005	,054	,000
	N	30	30	30	30	30	30	30	30	30
X2	Pearson Correlation	,473**	1	,296	,520**	,236	,097	,352	,275	,626**
	Sig. (2-tailed)	,008		,113	,003	,209	,608	,057	,141	,000
	N	30	30	30	30	30	30	30	30	30
X3	Pearson Correlation	,454**	,296	1	,318	,574**	,419	,237	,328	,648**
	Sig. (2-tailed)	,012	,113		,086	,001	,021	,207	,077	,000
	N	30	30	30	30	30	30	30	30	30
X4	Pearson Correlation	,157	,520**	,318	1	,571**	,381	,398	,268	,684**
	Sig. (2-tailed)	,408	,003	,086		,001	,038	,029	,152	,000
	N	30	30	30	30	30	30	30	30	30
X5	Pearson Correlation	,456**	,236	,574**	,571**	1	,606**	,420	,198	,736**
	Sig. (2-tailed)	,011	,209	,001	,001		,000	,021	,294	,000
	N	30	30	30	30	30	30	30	30	30
X6	Pearson Correlation	,314	,097	,419	,381	,606**	1	,451	,425	,660**
	Sig. (2-tailed)	,091	,608	,021	,038	,000		,012	,019	,000
	N	30	30	30	30	30	30	30	30	30
X7	Pearson Correlation	,503**	,352	,237	,398	,420	,451	1	,605**	,743**
	Sig. (2-tailed)	,005	,057	,207	,029	,021	,012		,000	,000
	N	30	30	30	30	30	30	30	30	30
X8	Pearson Correlation	,356	,275	,328	,268	,198	,425	,605**	1	,638**
	Sig. (2-tailed)	,054	,141	,077	,152	,294	,019	,000		,000
	N	30	30	30	30	30	30	30	30	30
TOTAL_X	Pearson Correlation	,679**	,626**	,648**	,684**	,736**	,660**	,743**	,638**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30

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

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

Komitmen Kerja

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
X2.1	Pearson Correlation	1	,499**	,568**	,327	,327	,500**	,502**	,271	,521**	,598**	,710**
	Sig. (2-tailed)		,005	,001	,077	,077	,005	,005	,147	,003	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	,499**	1	,693**	,587**	,427	,286	,543**	,625**	,708**	,489**	,818**
	Sig. (2-tailed)	,005		,000	,001	,019	,125	,002	,000	,000	,006	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	,568**	,693**	1	,541**	,459	,342	,508**	,433	,658**	,505**	,791**
	Sig. (2-tailed)	,001	,000		,002	,011	,064	,004	,017	,000	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	,327	,587**	,541**	1	,342	,361	,491**	,573**	,476**	,453	,709**
	Sig. (2-tailed)	,077	,001	,002		,064	,050	,006	,001	,008	,012	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	,327	,427	,459	,342	1	,255	,332	,497**	,466**	,552**	,642**
	Sig. (2-tailed)	,077	,019	,011	,064		,174	,073	,005	,009	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	,500**	,286	,342	,361	,255	1	,411	,402	,347	,568**	,614**
	Sig. (2-tailed)	,005	,125	,064	,050	,174		,024	,028	,060	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	,502**	,543**	,508**	,491**	,332	,411	1	,409	,494**	,398	,710**
	Sig. (2-tailed)	,005	,002	,004	,006	,073	,024		,025	,006	,029	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	,271	,625**	,433	,573**	,497**	,402	,409	1	,391	,268	,669**
	Sig. (2-tailed)	,147	,000	,017	,001	,005	,028	,025		,033	,153	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	,521**	,708**	,658**	,476**	,466**	,347	,494**	,391	1	,578**	,795**
	Sig. (2-tailed)	,003	,000	,000	,008	,009	,060	,006	,033		,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	,598**	,489**	,505**	,453	,552**	,568**	,398	,268	,578**	1	,749**
	Sig. (2-tailed)	,000	,006	,004	,012	,002	,001	,029	,153	,001		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	,710**	,818**	,791**	,709**	,642**	,614**	,710**	,669**	,795**	,749**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Kinerja Karyawan

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL_Y
Y1	Pearson Correlation	1	,530**	,425*	,427*	,356*	,396*	,370*	,168	,393	,656**	,673**
	Sig. (2-tailed)		,003	,019	,019	,054	,030	,044	,376	,032	,000	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	,530**	1	,314	,450**	,335*	,256	,162	,247	,390	,386**	,581**
	Sig. (2-tailed)	,003		,091	,013	,070	,173	,393	,188	,033	,035	,001
	N	30	30	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	,425*	,314	1	,433**	,510**	,690**	,372*	,440*	,471**	,509**	,737**
	Sig. (2-tailed)	,019	,091		,017	,004	,000	,043	,015	,009	,004	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	,427*	,450**	,433**	1	,491**	,575**	,549**	,389*	,401*	,473**	,734**
	Sig. (2-tailed)	,019	,013	,017		,006	,001	,002	,033	,028	,008	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	,356*	,335*	,510**	,491**	1	,419*	,675**	,499**	,549**	,471**	,744**
	Sig. (2-tailed)	,054	,070	,004	,006		,021	,000	,005	,002	,009	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y6	Pearson Correlation	,396*	,256	,690**	,575**	,419*	1	,364*	,589**	,289*	,534**	,733**
	Sig. (2-tailed)	,030	,173	,000	,001	,021		,048	,001	,122	,002	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	,370*	,162	,372*	,549**	,675**	,364*	1	,485**	,614**	,557**	,723**
	Sig. (2-tailed)	,044	,393	,043	,002	,000	,048		,007	,000	,001	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	,168	,247	,440*	,389*	,499**	,589**	,485**	1	,402*	,222*	,628**
	Sig. (2-tailed)	,376	,188	,015	,033	,005	,001	,007		,028	,238	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	,393	,390	,471**	,401*	,549**	,289*	,614**	,402*	1	,488**	,718**
	Sig. (2-tailed)	,032	,033	,009	,028	,002	,122	,000	,028		,006	,000
	N	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	,656**	,386**	,509**	,473**	,471**	,534**	,557**	,222*	,488**	1	,757**
	Sig. (2-tailed)	,000	,035	,004	,008	,009	,002	,001	,238	,006		,000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL_Y	Pearson Correlation	,673**	,581**	,737**	,734**	,744**	,733**	,723**	,628**	,718**	,757**	1
	Sig. (2-tailed)	,000	,001	,000	,000	,000	,000	,000	,000	,000	,000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 6
Hasil Output Uji Reliabilitas
Kepuasan Kerja (X1)

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded ^a	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,768	9

Komitmen Kerja (X2)

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded ^a	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,764	11

Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	38	100,0
	Excluded ^a	0	,0
	Total	38	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,766	11

Lampiran 7**Output Persyaratan Analisis Data****Uji Linieritas****ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X	Between Groups	(Combined)	1159,502	16	72,469	1,931	,079
		Linearity	462,475	1	462,475	12,322	,002
		Deviation from Linearity	697,027	15	46,468	1,238	,319
		Within Groups	788,208	21	37,534		
		Total	1947,711	37			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
(Combined)			1215,877	18	67,549	1,754	,117
TOTAL_Y *	Between Groups	Linearity	404,652	1	404,652	10,506	,004
		Deviation from Linearity	811,225	17	47,719	1,239	,324
TOTAL_X2	Within Groups		731,833	19	38,518		
Total			1947,711	37			

Lampiran 8

Hasil Uji Multikolinieritas

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,692	6,673		1,153	,257	
	TOTAL_X	,521	,171	,415	3,050	,004	,964
	TOTAL_X2	,393	,142	,377	2,764	,009	,964

a. Dependent Variable: TOTAL_Y

Lampiran 9

Hasil Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,612 ^a	,374	,338	5,902

a. Predictors: (Constant), TOTAL_X2, TOTAL_X

Lampiran 10

Uji-T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19,746	5,497		3,592	,001
TOTAL_X	,611	,182	,487	3,348	,002

a. Dependent Variable: TOTAL_Y

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	20,000	5,895		3,393	,002
TOTAL_X2	,476	,155	,456	3,073	,004

a. Dependent Variable: TOTAL_Y

Lampiran 11

Uji -F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	728,597	2	364,298	10,459	,000 ^b
Residual	1219,114	35	34,832		
Total	1947,711	37			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X

Lampiran 12

R-Tabel

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
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189
36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896

Lampiran 13

Pr df	0.25	0.10	0.05	0.025	0.01	0.005	0.001
	0.50	0.20	0.10	0.050	0.02	0.010	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
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406

Lampiran 14

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