

LAMPIRAN

Lampiran 1

Bandar Lampung, Februari 2022

Hal : **Permohonan Bantuan Pengisian Kuisisioner**

Kepada Yth :

Bapak/ Ibu

Di

Tempat

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada karyawan PT. PERDANA ADHI LESTARI BANDAR LAMPUNG. Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen SDM. Tentang **“PENGARUH KOMPENSASI FINANSIAL DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT. PERDANA ADHI LESTARI BANDAR LAMPUNG”**.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrument penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan jawaban tersebut tidak berpengaruh terhadap kondisi saudara.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terimakasih.

Hormat Saya

Mita Ayu Lestari

NPM. 1812110244

KUESIONER

Pernyataan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH KOMPENSASI FINANSIAL DAN DISIPLIN KERJA TERHADAP KINERJA KARYAWAN PADA PT. PERDANA ADHI LESTARI BANDAR LAMPUNG

Petunjuk pengisian :

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

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden :(boleh tidak diisi)

2. Jenis Kelamin : Laki – Laki Perempuan

3. Masa Kerja : 0 – 6 Bulan > 15 Bulan

7 – 15 Bulan

4. Usia : 17 -30 Tahun 41 – 50 Tahun

31 – 40 Tahun > 50 tahun

6. Pendidikan Terakhir : SMA S1

D3 S2

DAFTAR PERNYATAAN

Kompensasi Finansial (X₁)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
1	Perusahaan memberikan insentif tambahan apa bila dapat mencapai atau melebihi target yang telah ditetapkan					
2	insentif yang diberikan perusahaan sering kali terlambat					
3	Bonus yang diberikan perusahaan tempat saya bekerja selama ini dapat meningkatkan semangat kerja dalam bekerja					
4	Perusahaan tempat saya bekerja telah memberikan bonus secara adil kepada karyawan					
5	Bonus yang saya terima telah sesuai dengan yang diharapkan					
6	Saya mendapatkan bonus dari perusahaan jika kinerja perusahaan meningkat					
7	Perusahaan memberikan insentif kepada karyawan yang berprestasi					
8	Bonus yang karyawan terima sesuai dengan besarnya prestasi yang dicapai					

Disiplin Kerja (X₂)

No	Pernyataan	Jawaban				
		SS	S	KS	TS	STS
		5	4	3	2	1
1	Saya tidak pernah absen dari pekerjaan saya tanpa alasan					
2	Saya selalu datang ke tempat kerja tepat waktu					
3	Saya istirahat sesuai dengan waktu istirahat yang sudah ditetapkan perusahaan					
4	Saya tidak pernah menunda – nunda pekerjaan yang telah diberikan					
5	Saya dapat memanfaatkan waktu kerja untuk melaksanakan tugas yang saya jalani dengan baik					
6	Saya mampu menyelesaikan pekerjaan secara tepat waktu					
7	Setiap karyawan datang dan pulang tepat pada waktu yang sudah ditentukan perusahaan					
8	Saya selalu mentaati jam kerja yang telah ditentukan oleh perusahaan					

Kinerja Karyawan (Y)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
		5	4	3	2	1
1	Saya dapat menjaga hubungan baik antar rekan kerja dalam melakukan pekerjaan					
2	Saya mampu bekerja sama dengan semua karyawan dalam menyelesaikan pekerjaan.					
3	Saya memiliki komunikasi yang baik dengan atasan dan rekan kerja					
4	Saya mampu menjalin komunikasi yang baik dengan pihak diluar perusahaan yang berkaitan dengan pekerjaan					
5	Saya mampu menjalin kerjasama dengan tim dalam melaksanakan pekerjaan					
6	Saya membina hubungan yang baik dengan atasan agar dapat bekerja sama dalam menyelesaikan pekerjaan.					
7	Saya dapat bekerja dengan baik saat bekerja dalam tim					
8	Kerja sama yang terjalin antar karyawan membuat saya bersungguh – sungguh dalam mengerjakan pekerjaan					

Lampiran 2

Hasil jawaban kuesioner Responden

- Hasil jawaban Variabel Kompensasi Finansial (X_1)

No responden	ButirPernyataan								Total
	p1	p2	p3	p4	p5	p6	p7	p8	
1	4	4	4	4	3	4	5	4	32
2	5	5	5	5	5	5	5	4	39
3	4	2	4	4	4	4	4	5	31
4	4	5	3	4	3	3	4	4	30
5	3	4	3	3	3	3	4	3	26
6	4	4	4	4	4	4	3	4	31
7	5	3	5	5	5	4	5	5	37
8	5	3	4	5	4	4	5	4	34
9	3	2	3	3	3	3	3	3	23
10	5	5	5	5	5	5	4	5	39
11	4	5	4	4	4	5	4	4	34
12	5	5	5	5	5	5	5	4	39
13	5	4	5	5	5	5	5	5	39
14	5	4	4	5	4	5	5	4	36
15	5	4	2	5	5	5	4	5	35
16	5	4	3	5	3	4	4	4	32
17	3	3	3	3	3	5	3	4	27
18	5	5	3	5	3	5	3	5	34
19	5	4	4	5	4	4	3	4	33
20	4	4	4	4	4	5	4	4	33
21	4	4	3	4	3	5	3	5	31
22	5	4	4	5	4	4	4	5	35
23	5	4	4	5	4	4	5	4	35
24	4	3	3	4	3	5	3	4	29
25	4	5	3	4	3	4	3	4	30

26	4	4	4	4	4	5	4	4	33
27	4	4	3	4	3	4	4	4	30
28	3	3	3	3	3	4	3	4	26
29	4	4	5	4	5	4	5	4	35
30	4	4	3	4	3	4	3	3	28
31	5	4	3	5	5	5	4	4	35
32	5	4	4	4	4	5	5	5	36
33	5	5	2	4	4	5	5	5	35
34	3	4	4	4	4	3	4	4	30
35	3	4	4	4	4	3	4	4	30
36	4	5	5	4	4	4	4	4	34
37	3	4	4	5	5	3	4	4	32
38	5	5	4	4	4	5	4	4	35
39	2	4	4	5	5	2	4	4	30
40	5	5	5	4	4	5	5	5	38
41	3	4	3	5	5	3	5	5	33
42	4	4	4	4	4	4	5	5	34
43	3	5	3	4	4	3	4	4	30
44	3	4	4	5	5	3	4	4	32
45	2	2	5	4	4	2	4	4	27
46	5	4	3	4	4	5	4	4	33
47	3	4	2	5	5	3	4	4	30
48	4	3	5	5	5	4	5	5	36
49	4	5	2	5	5	4	4	4	33
50	5	5	5	5	5	5	5	5	40
51	4	4	4	4	4	4	4	4	32
52	4	5	4	4	4	4	5	5	35
53	3	3	3	3	4	3	4	4	27
54	4	4	3	3	3	4	4	4	29
55	5	5	3	4	4	5	5	5	36

56	5	3	3	4	5	5	5	4	34
57	4	4	4	4	3	4	4	5	32
58	4	4	4	5	4	5	3	4	33
59	5	3	4	5	4	5	5	4	35
60	4	4	4	5	4	5	3	3	32
61	5	3	3	4	5	5	3	4	32
62	4	4	4	4	3	5	3	5	32
63	4	5	5	5	4	3	4	5	35
64	5	4	4	5	5	5	3	3	34
65	4	4	4	5	5	5	4	5	36
66	4	4	4	4	4	4	4	4	32
67	5	5	5	5	4	4	5	5	38
68	5	4	4	4	4	5	4	5	35
69	4	4	4	5	4	5	3	5	34
70	4	4	4	3	3	4	4	5	31
71	4	4	4	3	5	4	3	5	32
72	3	5	3	4	4	3	4	3	29
73	2	5	4	4	4	4	5	5	33
74	4	4	3	4	5	3	4	5	32
75	5	5	5	5	5	3	5	4	37
76	3	3	4	4	4	3	3	4	28
77	3	2	4	4	4	4	3	5	29
78	4	3	4	2	2	4	5	5	29
79	1	5	4	4	3	3	3	4	27
80	2	3	3	4	5	4	5	4	30
81	3	3	5	5	4	5	4	4	33
82	4	3	2	3	2	3	3	4	24
83	2	2	3	3	2	2	4	3	21
84	4	3	4	4	2	4	3	4	28
85	3	4	3	5	3	1	3	4	26

86	3	3	3	3	5	3	2	5	27
87	3	3	2	3	2	3	4	4	24
88	1	2	2	3	2	3	3	5	21
89	4	3	3	4	4	2	4	4	28
90	3	3	4	4	2	4	4	5	29
91	3	4	3	3	2	4	3	4	26
92	4	3	4	3	4	3	5	4	30
93	3	3	4	3	2	3	4	3	25
94	4	3	3	4	2	3	3	3	25
95	3	4	4	3	5	3	3	2	27
96	5	3	3	4	5	4	4	5	33
97	1	2	5	4	4	4	3	3	26
98	3	2	3	4	4	3	4	4	27
99	4	2	3	3	4	5	5	3	29
100	4	2	3	3	4	4	5	3	28
101	5	2	3	3	4	4	5	3	29
102	3	4	2	3	3	4	5	2	26
103	2	3	3	2	2	3	3	2	20
104	4	3	2	2	4	3	4	2	24
105	4	4	3	3	4	4	3	3	28
106	1	3	2	3	5	3	2	3	22
107	3	3	3	3	3	3	3	2	23
108	3	2	2	3	3	2	2	3	20
109	3	3	4	3	3	3	4	2	25
110	5	3	3	2	1	3	3	2	22
111	3	3	5	3	3	3	5	2	27
112	2	5	5	3	2	5	5	3	30
113	1	2	2	4	1	2	2	2	16
114	3	3	3	4	3	3	3	4	26
115	3	2	3	3	3	2	3	3	22

116	3	3	4	4	3	3	4	2	26
117	5	2	4	5	3	2	4	5	30
118	3	2	4	2	5	4	5	2	27
119	5	4	5	4	2	3	2	1	26
120	2	4	5	5	3	2	5	4	30
121	5	5	2	3	3	5	3	4	30
122	3	5	4	3	4	3	4	5	31
123	5	3	3	4	3	4	4	4	30
124	2	2	3	3	2	4	3	2	21

- Hasil Jawaban Variabel Disiplin (X_2)

No Responden	Butir Pernyataan								Total
	p1	p2	p3	p4	p5	p6	p7	p8	
1	4	4	3	3	2	5	4	4	29
2	4	4	2	2	3	3	4	4	26
3	5	5	4	3	2	4	5	5	33
4	4	4	4	4	3	3	4	4	30
5	3	3	1	1	2	2	3	3	18
6	4	4	3	3	3	3	4	4	28
7	5	5	3	3	2	2	5	5	30
8	4	4	3	3	4	4	4	4	30
9	3	3	5	5	3	3	3	3	28
10	5	5	3	3	5	5	5	5	36
11	4	4	2	2	5	5	4	4	30
12	4	4	1	1	2	2	4	4	22
13	5	5	3	3	3	3	5	5	32
14	4	4	3	3	3	3	4	4	28
15	5	5	3	3	4	4	5	5	34
16	4	4	3	3	3	3	4	4	28

17	4	4	2	2	3	3	4	4	26
18	5	5	3	3	4	4	5	5	34
19	4	4	4	4	5	5	4	4	34
20	4	4	3	3	3	3	4	4	28
21	5	5	3	3	3	3	5	5	32
22	5	5	2	2	3	3	5	5	30
23	4	4	3	3	4	4	4	4	30
24	4	4	3	3	4	4	4	4	30
25	4	4	4	4	3	3	4	4	30
26	4	4	3	3	3	3	4	4	28
27	4	4	3	3	3	3	4	4	28
28	5	4	3	3	4	4	5	4	32
29	4	4	4	4	4	3	4	4	31
30	3	3	3	3	4	4	3	3	26
31	4	4	3	4	4	4	4	4	31
32	3	4	3	4	3	4	4	4	29
33	4	4	4	4	4	4	5	5	34
34	4	4	4	4	4	4	4	4	32
35	5	4	4	4	4	4	4	4	33
36	3	3	3	3	4	4	4	4	28
37	4	3	3	2	2	3	5	5	27
38	4	5	4	5	4	3	4	4	33
39	5	3	5	3	3	3	4	4	30
40	5	4	4	3	3	3	3	4	29
41	4	3	4	3	4	4	4	4	30
42	4	4	4	3	5	5	5	5	35
43	4	3	4	4	4	3	4	4	30
44	5	4	5	4	4	3	4	4	33
45	4	3	4	4	3	4	3	3	28
46	4	4	3	3	5	5	4	4	32

47	5	4	5	4	5	5	5	5	38
48	4	3	5	3	3	5	4	4	31
49	5	4	4	5	3	3	4	4	32
50	4	4	3	4	5	5	5	5	35
51	5	5	2	5	4	3	4	4	32
52	4	3	3	4	5	3	5	5	32
53	4	5	3	4	3	5	5	4	33
54	5	4	3	4	4	4	4	4	32
55	4	3	3	3	5	2	4	4	28
56	4	4	3	3	4	3	3	4	28
57	4	4	3	4	3	3	3	3	27
58	4	3	3	3	3	4	3	3	26
59	3	3	3	3	3	5	3	3	26
60	3	4	3	3	3	3	3	3	25
61	5	5	4	5	3	4	5	4	35
62	5	5	5	4	5	5	4	5	38
63	5	5	4	5	4	4	5	3	35
64	4	4	4	4	3	4	3	3	29
65	4	5	4	5	5	5	5	4	37
66	4	4	3	3	3	3	3	3	26
67	5	5	3	4	2	3	3	4	29
68	4	4	4	4	2	2	3	4	27
69	5	3	3	4	3	2	3	3	26
70	5	3	3	5	4	3	4	4	31
71	4	3	3	3	3	3	3	3	25
72	5	4	4	4	4	3	3	2	29
73	5	4	3	5	5	4	4	4	34
74	5	5	5	5	4	4	2	4	34
75	4	3	4	4	5	5	4	4	33
76	5	5	5	5	5	5	4	3	37

77	5	4	3	3	4	4	4	4	31
78	5	5	5	5	5	5	4	4	38
79	4	4	4	4	3	4	3	4	30
80	4	3	3	4	4	4	4	4	30
81	4	5	3	4	3	2	3	5	29
82	4	4	3	4	4	4	3	4	30
83	3	4	3	4	3	4	2	3	26
84	5	4	4	4	4	4	3	5	33
85	5	4	4	4	4	4	3	5	33
86	4	4	4	4	5	4	4	3	32
87	4	4	4	4	5	5	5	3	34
88	5	5	4	4	4	3	4	4	33
89	4	4	4	4	4	5	4	4	33
90	3	3	4	4	4	3	3	3	27
91	4	3	4	4	3	4	2	4	28
92	5	5	5	5	5	3	5	5	38
93	4	3	2	4	5	4	3	4	29
94	3	3	4	4	3	2	3	2	24
95	5	5	3	3	4	4	3	4	31
96	4	4	4	4	4	3	4	4	31
97	4	4	4	4	5	4	5	3	33
98	5	5	3	4	5	3	3	3	31
99	4	4	3	3	5	4	5	3	31
100	5	2	3	3	4	3	3	5	28
101	4	1	4	3	4	3	5	3	27
102	4	4	3	3	3	4	3	4	28
103	5	5	4	4	3	2	3	4	30
104	4	4	4	4	3	3	5	4	31
105	4	4	4	4	4	5	4	4	33
106	5	2	5	5	3	4	3	4	31

107	5	5	4	4	4	3	5	4	34
108	4	4	4	4	5	4	3	3	31
109	4	4	4	4	3	3	4	4	30
110	4	4	4	4	3	5	4	3	31
111	4	4	4	4	4	3	4	4	31
112	4	4	4	2	3	3	4	3	27
113	5	4	4	4	3	3	3	3	29
114	4	4	3	3	5	3	4	3	29
115	3	3	2	2	3	4	4	4	25
116	4	4	4	4	3	4	3	2	28
117	4	3	3	5	3	3	3	4	28
118	5	5	2	3	4	3	4	3	29
119	4	2	3	3	4	4	3	5	28
120	4	3	4	3	4	4	4	3	29
121	4	4	2	2	3	4	4	4	27
122	5	1	3	3	4	3	3	4	26
123	4	3	3	4	5	4	5	5	33
124	4	4	4	4	3	3	4	3	29

- **Hasil Jawaban Kuesioner Kinerja Karyawan (Y)**

No Responden	Butir Pernyataan								Hasil
	p1	p2	p3	p4	p5	p6	p7	p8	
1	3	4	3	4	4	4	4	2	28
2	5	5	5	5	4	4	5	3	36
3	2	4	2	4	5	5	4	4	30
4	5	5	5	5	4	4	5	3	36
5	3	3	3	3	3	3	3	2	23
6	4	4	4	4	4	4	4	3	31
7	3	5	3	5	5	5	5	2	33

8	3	4	3	4	4	4	4	4	30
9	2	2	2	2	3	3	2	3	19
10	5	4	5	4	5	5	4	5	37
11	3	4	3	4	4	4	4	5	31
12	4	3	4	3	4	4	3	2	27
13	4	5	4	5	5	5	5	3	36
14	4	5	4	5	4	4	5	3	34
15	5	5	5	5	5	5	5	4	39
16	3	3	3	3	4	4	3	3	26
17	4	4	4	4	4	4	4	3	31
18	5	4	5	4	5	5	4	4	36
19	5	4	5	4	4	4	4	5	35
20	4	4	4	4	4	4	4	3	31
21	4	4	4	4	5	5	4	3	33
22	4	4	4	4	5	5	4	3	33
23	4	5	4	5	4	4	5	4	35
24	3	4	3	4	4	4	4	4	30
25	5	3	5	3	4	4	3	3	30
26	4	4	4	4	4	4	4	4	32
27	4	3	4	3	4	4	4	3	29
28	5	5	3	5	5	4	5	4	36
29	4	4	4	4	4	4	4	4	32
30	4	4	4	4	3	3	3	4	29
31	4	4	5	5	4	4	4	4	34
32	3	4	3	4	4	4	5	5	32
33	4	4	4	4	5	5	4	5	35
34	4	4	4	4	4	4	3	5	32
35	3	4	3	4	4	4	5	4	31
36	2	2	2	2	3	3	4	4	22
37	5	4	5	4	5	5	4	4	36

38	3	4	3	4	4	4	5	4	31
39	4	3	4	3	4	4	4	4	30
40	4	5	4	5	5	5	5	4	37
41	4	5	4	5	4	4	4	4	34
42	5	5	5	5	5	5	4	4	38
43	3	3	3	3	4	4	5	4	29
44	4	4	4	4	4	4	4	4	32
45	5	4	5	4	5	5	4	4	36
46	5	4	5	4	4	4	4	4	34
47	4	4	4	4	4	4	4	4	32
48	4	4	4	4	5	4	3	4	32
49	4	4	5	4	4	5	4	4	34
50	5	5	5	2	4	3	4	4	32
51	5	3	5	3	4	4	4	4	32
52	4	4	4	4	4	4	4	4	32
53	4	3	4	3	4	4	4	4	30
54	5	5	3	5	5	4	3	4	34
55	4	4	4	4	4	4	3	4	31
56	4	4	4	4	5	3	4	3	31
57	4	4	4	4	5	5	5	3	34
58	5	5	4	4	4	2	4	4	32
59	4	4	4	4	4	5	4	4	33
60	3	3	4	4	4	4	3	3	28
61	4	4	4	4	3	4	4	4	31
62	5	5	5	5	5	3	5	5	38
63	4	4	4	4	5	3	5	4	33
64	3	3	4	4	3	2	3	2	24
65	5	5	3	3	4	5	5	4	34
66	4	4	4	4	4	3	4	4	31
67	4	4	4	4	5	4	5	3	33

68	5	5	3	4	5	4	5	5	36
69	4	4	4	4	5	4	5	5	35
70	5	5	3	3	4	5	5	5	35
71	4	4	4	4	4	3	5	3	31
72	4	4	3	3	3	4	3	4	28
73	5	5	4	4	3	5	5	4	35
74	4	4	4	4	3	5	5	4	33
75	4	4	4	4	4	4	4	4	32
76	5	5	5	5	3	4	4	4	35
77	5	5	4	4	4	4	5	4	35
78	4	4	4	4	5	4	5	5	35
79	4	4	4	4	3	3	4	4	30
80	4	4	4	4	3	5	4	3	31
81	4	4	4	4	4	4	4	4	32
82	4	4	4	4	4	4	4	3	31
83	5	4	4	4	3	3	3	3	29
84	4	4	3	3	5	3	4	3	29
85	3	3	2	2	3	4	4	4	25
86	4	4	3	3	4	3	3	4	28
87	4	4	3	4	3	3	3	3	27
88	4	3	3	3	3	4	3	3	26
89	3	3	3	3	3	5	3	3	26
90	3	4	3	3	3	3	3	3	25
91	5	5	4	5	3	4	5	4	35
92	5	5	5	4	5	5	4	5	38
93	5	5	4	5	4	4	5	3	35
94	4	4	4	4	3	4	3	3	29
95	4	5	4	5	5	5	5	4	37
96	4	4	3	3	3	3	3	3	26
97	5	5	3	4	2	3	3	4	29

98	4	4	4	4	2	2	3	4	27
99	5	3	3	4	3	2	3	3	26
100	5	3	3	5	4	3	4	4	31
101	4	3	3	3	3	3	3	3	25
102	5	4	4	4	4	3	3	2	29
103	5	4	3	5	5	4	4	4	34
104	5	5	5	5	4	4	2	4	34
105	4	3	4	4	5	5	4	4	33
106	5	5	5	5	5	5	4	3	37
107	5	4	3	3	4	4	4	4	31
108	5	5	5	5	5	5	4	4	38
109	4	4	4	4	3	4	3	4	30
110	4	3	3	4	4	4	4	4	30
111	4	5	3	4	3	2	3	5	29
112	4	4	3	4	4	4	3	4	30
113	3	4	3	4	3	4	2	3	26
114	5	4	4	4	4	4	3	5	33
115	5	4	4	4	4	4	3	5	33
116	4	4	3	4	4	4	3	4	30
117	3	4	3	4	3	4	2	3	26
118	4	4	4	4	4	4	5	5	34
119	4	4	4	4	4	4	4	4	32
120	5	4	4	4	4	4	5	5	35
121	3	3	3	3	4	4	5	5	30
122	4	3	3	2	2	3	4	4	25
123	4	5	4	5	4	3	4	4	33
124	5	3	5	3	3	3	3	3	28

Lampiran 3

Hasil uji frekuensi karakteristik responden

1. Karakteristik berdasarkan Jenis Kelamin Responden

JENISKELAMIN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI - LAKI	70	56.5	56.5	56.5
	PEREMPUAN	54	43.5	43.5	100.0
	Total	124	100.0	100.0	

2. Karakteristik berdasarkan Masa Kerja Responden

MASAKERJA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0 - 6 BULAN	36	29.0	29.0	29.0
	7 - 15 BULAN	48	38.7	38.7	67.7
	15 > BULAN	40	32.3	32.3	100.0
	Total	124	100.0	100.0	

3. Karakteristik berdasarkan Usia Responden

USIA

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 - 30 TAHUN	48	38.7	38.7	38.7
	31 - 40 TAHUN	39	31.5	31.5	70.2
	41 - 50 TAHUN	37	29.8	29.8	100.0
	Total	124	100.0	100.0	

4. Karakteristik berdasarkan Pendidikan Responden

PENDIDIKAN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	46	37.1	37.1	37.1
	D3	29	23.4	23.4	60.5
	S1	44	35.5	35.5	96.0
	S2	5	4.0	4.0	100.0
	Total	124	100.0	100.0	

Lampiran 4

HasilUjifrekuensiJawabanResponden

1. Variabel Kompensasi Finansial (X_1)

P1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	5	4.0	4.0	4.0
2	9	7.3	7.3	11.3
3	34	27.4	27.4	38.7
4	41	33.1	33.1	71.8
5	35	28.2	28.2	100.0
Total	124	100.0	100.0	

P2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	17	13.7	13.7	13.7
3	34	27.4	27.4	41.1
4	48	38.7	38.7	79.8
5	25	20.2	20.2	100.0
Total	124	100.0	100.0	

P3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	13	10.5	10.5	10.5
3	43	34.7	34.7	45.2
4	48	38.7	38.7	83.9
5	20	16.1	16.1	100.0
Total	124	100.0	100.0	

P4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	4.0	4.0	4.0
3	32	25.8	25.8	29.8
4	52	41.9	41.9	71.8
5	35	28.2	28.2	100.0
Total	124	100.0	100.0	

P5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.6	1.6	1.6
2	14	11.3	11.3	12.9
3	31	25.0	25.0	37.9
4	48	38.7	38.7	76.6
5	29	23.4	23.4	100.0
Total	124	100.0	100.0	

P6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.8	.8	.8
2	9	7.3	7.3	8.1
3	37	29.8	29.8	37.9
4	42	33.9	33.9	71.8
5	35	28.2	28.2	100.0
Total	124	100.0	100.0	

P7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	5	4.0	4.0	4.0
3	36	29.0	29.0	33.1
4	49	39.5	39.5	72.6
5	34	27.4	27.4	100.0
Total	124	100.0	100.0	

P8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.8	.8	.8
2	12	9.7	9.7	10.5
3	18	14.5	14.5	25.0
4	57	46.0	46.0	71.0
5	36	29.0	29.0	100.0
Total	124	100.0	100.0	

TOTAL_X1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	16	1	.8	.8	.8
	20	2	1.6	1.6	2.4
	21	3	2.4	2.4	4.8
	22	3	2.4	2.4	7.3
	23	2	1.6	1.6	8.9
	24	3	2.4	2.4	11.3
	25	3	2.4	2.4	13.7
	26	9	7.3	7.3	21.0
	27	9	7.3	7.3	28.2
	28	6	4.8	4.8	33.1
	29	8	6.5	6.5	39.5
	30	15	12.1	12.1	51.6
	31	5	4.0	4.0	55.6
	32	12	9.7	9.7	65.3
	33	10	8.1	8.1	73.4
	34	8	6.5	6.5	79.8
	35	11	8.9	8.9	88.7
	36	5	4.0	4.0	92.7
	37	2	1.6	1.6	94.4
	38	2	1.6	1.6	96.0
	39	4	3.2	3.2	99.2
	40	1	.8	.8	100.0
Total		124	100.0	100.0	

2. Variabel Disiplin Kerja (X₂)

Q1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	11	8.9	8.9	8.9
4	71	57.3	57.3	66.1
5	42	33.9	33.9	100.0
Total	124	100.0	100.0	

Q2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.6	1.6	1.6
2	3	2.4	2.4	4.0
3	27	21.8	21.8	25.8
4	65	52.4	52.4	78.2
5	27	21.8	21.8	100.0
Total	124	100.0	100.0	

Q3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.6	1.6	1.6
2	9	7.3	7.3	8.9
3	54	43.5	43.5	52.4
4	48	38.7	38.7	91.1
5	11	8.9	8.9	100.0
Total	124	100.0	100.0	

Q4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	1.6	1.6	1.6
2	8	6.5	6.5	8.1
3	44	35.5	35.5	43.5
4	55	44.4	44.4	87.9
5	15	12.1	12.1	100.0
Total	124	100.0	100.0	

Q5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	8	6.5	6.5	6.5
3	48	38.7	38.7	45.2
4	43	34.7	34.7	79.8
5	25	20.2	20.2	100.0
Total	124	100.0	100.0	

Q6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	9	7.3	7.3	7.3
3	50	40.3	40.3	47.6
4	45	36.3	36.3	83.9
5	20	16.1	16.1	100.0
Total	124	100.0	100.0	

Q7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	2.4	2.4	2.4
3	37	29.8	29.8	32.3
4	57	46.0	46.0	78.2
5	27	21.8	21.8	100.0
Total	124	100.0	100.0	

Q8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	2.4	2.4	2.4
3	30	24.2	24.2	26.6
4	69	55.6	55.6	82.3
5	22	17.7	17.7	100.0
Total	124	100.0	100.0	

TOTAL_X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18	1	.8	.8	.8
	22	1	.8	.8	1.6
	24	1	.8	.8	2.4
	25	3	2.4	2.4	4.8
	26	9	7.3	7.3	12.1
	27	7	5.6	5.6	17.7
	28	17	13.7	13.7	31.5
	29	13	10.5	10.5	41.9
	30	16	12.9	12.9	54.8
	31	14	11.3	11.3	66.1
	32	10	8.1	8.1	74.2
	33	13	10.5	10.5	84.7
	34	8	6.5	6.5	91.1
	35	4	3.2	3.2	94.4
	36	1	.8	.8	95.2
	37	2	1.6	1.6	96.8
	38	4	3.2	3.2	100.0
Total		124	100.0	100.0	

3. Variabel Kinerja Karyawan (Y)

R1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.4	2.4	2.4
	3	19	15.3	15.3	17.7
	4	62	50.0	50.0	67.7
	5	40	32.3	32.3	100.0
	Total	124	100.0	100.0	

R2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.6	1.6	1.6
	3	22	17.7	17.7	19.4
	4	69	55.6	55.6	75.0
	5	31	25.0	25.0	100.0
	Total	124	100.0	100.0	

R3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	3.2	3.2	3.2
	3	38	30.6	30.6	33.9
	4	60	48.4	48.4	82.3
	5	22	17.7	17.7	100.0
	Total	124	100.0	100.0	

R4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.0	4.0	4.0
	3	22	17.7	17.7	21.8
	4	73	58.9	58.9	80.6
	5	24	19.4	19.4	100.0
	Total	124	100.0	100.0	

R5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	2.4	2.4	2.4
	3	28	22.6	22.6	25.0
	4	62	50.0	50.0	75.0
	5	31	25.0	25.0	100.0
	Total	124	100.0	100.0	

R6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	4.0	4.0	4.0
	3	24	19.4	19.4	23.4
	4	68	54.8	54.8	78.2
	5	27	21.8	21.8	100.0
	Total	124	100.0	100.0	

R7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	3.2	3.2	3.2
	3	32	25.8	25.8	29.0
	4	56	45.2	45.2	74.2
	5	32	25.8	25.8	100.0
	Total	124	100.0	100.0	

R8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	4.8	4.8	4.8
	3	35	28.2	28.2	33.1
	4	65	52.4	52.4	85.5
	5	18	14.5	14.5	100.0
	Total	124	100.0	100.0	

TOTAL_Y

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 19	1	.8	.8	.8
22	1	.8	.8	1.6
23	1	.8	.8	2.4
24	1	.8	.8	3.2
25	4	3.2	3.2	6.5
26	7	5.6	5.6	12.1
27	3	2.4	2.4	14.5
28	5	4.0	4.0	18.5
29	9	7.3	7.3	25.8
30	12	9.7	9.7	35.5
31	15	12.1	12.1	47.6
32	14	11.3	11.3	58.9
33	11	8.9	8.9	67.7
34	11	8.9	8.9	76.6
35	12	9.7	9.7	86.3
36	8	6.5	6.5	92.7
37	4	3.2	3.2	96.0
38	4	3.2	3.2	99.2
39	1	.8	.8	100.0
Total	124	100.0	100.0	

Lampiran 5

Hasil Uji Persyaratan Instrumen

1. Hasil Uji Validitas

- Variabel Kompensasi Finansial (X_1)

Correlations

		P1	P2	P3	P4	P5	P6	P7	P8	TOTAL_X1
P1	Pearson Correlation	1	.392*	.439*	1.000**	.598**	.372*	.504**	.539**	.856**
	Sig. (2-tailed)		.032	.015	.000	.000	.043	.005	.002	.000
	N	30	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.392*	1	.174	.392*	.186	.294	.151	.094	.494*
	Sig. (2-tailed)	.032		.356	.032	.324	.115	.425	.622	.006
	N	30	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.439*	.174	1	.439*	.745**	.231	.656**	.235	.727**
	Sig. (2-tailed)	.015	.356		.015	.000	.219	.000	.212	.000
	N	30	30	30	30	30	30	30	30	30
P4	Pearson Correlation	1.000**	.392*	.439*	1	.598**	.372*	.504**	.539**	.856**
	Sig. (2-tailed)	.000	.032	.015		.000	.043	.005	.002	.000
	N	30	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.598**	.186	.745**	.598**	1	.389	.625**	.434	.829**
	Sig. (2-tailed)	.000	.324	.000	.000		.034	.000	.017	.000
	N	30	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.372*	.294	.231	.372*	.389	1	.086	.470**	.550**
	Sig. (2-tailed)	.043	.115	.219	.043	.034		.651	.009	.002
	N	30	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.504**	.151	.656**	.504**	.625**	.086	1	.156	.685**
	Sig. (2-tailed)	.005	.425	.000	.005	.000	.651		.410	.000
	N	30	30	30	30	30	30	30	30	30
P8	Pearson Correlation	.539**	.094	.235	.539**	.434	.470**	.156	1	.581**
	Sig. (2-tailed)	.002	.622	.212	.002	.017	.009	.410		.001
	N	30	30	30	30	30	30	30	30	30
TOTAL_X1	Pearson Correlation	.856**	.494**	.727**	.856**	.829**	.550**	.685**	.581**	1
	Sig. (2-tailed)	.000	.006	.000	.000	.000	.002	.000	.001	
	N	30	30	30	30	30	30	30	30	30

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

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

- **Variabel Disiplin Kerja (X₂)**

Correlations

		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	TOTAL_X2
Q1	Pearson Correlation	1	.954**	.013	-.041	.077	.158	1.000**	.954**	.700**
	Sig. (2-tailed)		.000	.944	.830	.685	.404	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Q2	Pearson Correlation	.954**	1	.011	-.047	.033	.124	.954**	1.000**	.679**
	Sig. (2-tailed)	.000		.952	.806	.862	.513	.000	.000	.000
	N	30	30	30	30	30	30	30	30	30
Q3	Pearson Correlation	.013	.011	1	.977**	.199	.257	.013	.011	.576**
	Sig. (2-tailed)	.944	.952		.000	.292	.171	.944	.952	.001
	N	30	30	30	30	30	30	30	30	30
Q4	Pearson Correlation	-.041	-.047	.977**	1	.266	.236	-.041	-.047	.550**
	Sig. (2-tailed)	.830	.806	.000		.155	.209	.830	.806	.002
	N	30	30	30	30	30	30	30	30	30
Q5	Pearson Correlation	.077	.033	.199	.266	1	.692**	.077	.033	.552**
	Sig. (2-tailed)	.685	.862	.292	.155		.000	.685	.862	.002
	N	30	30	30	30	30	30	30	30	30
Q6	Pearson Correlation	.158	.124	.257	.236	.692**	1	.158	.124	.614**
	Sig. (2-tailed)	.404	.513	.171	.209	.000		.404	.513	.000
	N	30	30	30	30	30	30	30	30	30
Q7	Pearson Correlation	1.000**	.954**	.013	-.041	.077	.158	1	.954**	.700**
	Sig. (2-tailed)	.000	.000	.944	.830	.685	.404		.000	.000
	N	30	30	30	30	30	30	30	30	30
Q8	Pearson Correlation	.954**	1.000**	.011	-.047	.033	.124	.954**	1	.679**
	Sig. (2-tailed)	.000	.000	.952	.806	.862	.513	.000		.000
	N	30	30	30	30	30	30	30	30	30
TOTAL_X2	Pearson Correlation	.700**	.679**	.576**	.550**	.552**	.614**	.700**	.679**	1
	Sig. (2-tailed)	.000	.000	.001	.002	.002	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

- Variabel Kinerja Karyawan (Y)

Correlations

		R1	R2	R3	R4	R5	R6	R7	R8	TOTAL_Y
R1	Pearson Correlation	1	.413*	.914**	.413*	.294	.230	.413*	.237	.730**
	Sig. (2-tailed)		.023	.000	.023	.115	.221	.023	.207	.000
	N	30	30	30	30	30	30	30	30	30
R2	Pearson Correlation	.413*	1	.318	1.000**	.502**	.444*	.941**	.190	.841**
	Sig. (2-tailed)	.023		.087	.000	.005	.014	.000	.315	.000
	N	30	30	30	30	30	30	30	30	30
R3	Pearson Correlation	.914**	.318	1	.318	.194	.255	.318	.185	.659**
	Sig. (2-tailed)	.000	.087		.087	.305	.173	.087	.329	.000
	N	30	30	30	30	30	30	30	30	30
R4	Pearson Correlation	.413*	1.000**	.318	1	.502**	.444*	.941**	.190	.841**
	Sig. (2-tailed)	.023	.000	.087		.005	.014	.000	.315	.000
	N	30	30	30	30	30	30	30	30	30
R5	Pearson Correlation	.294	.502**	.194	.502**	1	.954**	.576**	.172	.687**
	Sig. (2-tailed)	.115	.005	.305	.005		.000	.001	.364	.000
	N	30	30	30	30	30	30	30	30	30
R6	Pearson Correlation	.230	.444*	.255	.444*	.954**	1	.520**	.136	.648**
	Sig. (2-tailed)	.221	.014	.173	.014	.000		.003	.473	.000
	N	30	30	30	30	30	30	30	30	30
R7	Pearson Correlation	.413*	.941**	.318	.941**	.576**	.520**	1	.137	.841**
	Sig. (2-tailed)	.023	.000	.087	.000	.001	.003		.470	.000
	N	30	30	30	30	30	30	30	30	30
R8	Pearson Correlation	.237	.190	.185	.190	.172	.136	.137	1	.419*
	Sig. (2-tailed)	.207	.315	.329	.315	.364	.473	.470		.021
	N	30	30	30	30	30	30	30	30	30
TOTAL_Y	Pearson Correlation	.730**	.841**	.659**	.841**	.687**	.648**	.841**	.419*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.021	
	N	30	30	30	30	30	30	30	30	30

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

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

2. Hasil Uji Reliabilitas

- **Variabel Kompensasi Finansial (X_1)**

Reliability Statistics

Cronbach's Alpha	N of Items
.771	9

- **Variabel Disiplin Kerja (X_2)**

Reliability Statistics

Cronbach's Alpha	N of Items
.750	9

- **Variabel Kinerja Karyawan (Y)**

Reliability Statistics

Cronbach's Alpha	N of Items
.772	9

Lampiran 6

Hasil Uji Analisa Data

1. Hasil Uji Normal

One-Sample Kolmogorov-Smirnov Test

		TOTAL_X1	TOTAL_X2	TOTAL_Y
N		124	124	124
Normal Parameters ^{a,b}	Mean	30.30	30.26	31.52
	Std. Deviation	4.715	3.359	3.736
Most Extreme Differences	Absolute	.084	.079	.089
	Positive	.046	.079	.051
	Negative	-.084	-.073	-.089
Kolmogorov-Smirnov Z		.941	.880	.995
Asymp. Sig. (2-tailed)		.339	.421	.275

a. Test distribution is Normal.

b. Calculated from data.

2. Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14.412	3.282		4.392	.000		
	TOTAL_X1	.186	.065	.235	2.856	.005	.993	1.007
	TOTAL_X2	.379	.092	.341	4.135	.000	.993	1.007

a. Dependent Variable: TOTAL_Y

3. Hasil Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X1	Between Groups	(Combined)	394.521	21	18.787	1.449	.114
		Linearity	119.509	1	119.509	9.218	.003
		Deviation from Linearity	275.012	20	13.751	1.061	.402
Within Groups			1322.406	102	12.965		
Total			1716.927	123			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X2	Between Groups	(Combined)	415.999	16	26.000	2.138	.011
		Linearity	222.943	1	222.943	18.337	.000
		Deviation from Linearity	193.056	15	12.870	1.059	.403
Within Groups			1300.928	107	12.158		
Total			1716.927	123			

Lampiran 7

Hasil Uji Regresi Linier Berganda Uji t dan Uji F

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.430 ^a	.185	.171	3.401

a. Predictors: (Constant), TOTAL_X2, TOTAL_X1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	317.291	2	158.646	13.715	.000 ^b
	Residual	1399.636	121	11.567		
	Total	1716.927	123			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14.412	3.282		4.392	.000		
	TOTAL_X1	.186	.065	.235	2.856	.005	.993	1.007
	TOTAL_X2	.379	.092	.341	4.135	.000	.993	1.007

a. Dependent Variable: TOTAL_Y

Lampiran 8

Tabel Nilai-nilai r Product Moment

N	Tarf Signifikansi		N	Tarf Signifikansi	
	5 %	1 %		5 %	1 %
3	0,997	0,999	38	0,320	0,413
4	0,950	0,990	39	0,316	0,408
5	0,878	0,959	40	0,312	0,403
6	0,811	0,917	41	0,308	0,398
7	0,754	0,874	42	0,304	0,393
8	0,707	0,834	43	0,301	0,389
9	0,666	0,798	44	0,297	0,384
10	0,632	0,765	45	0,294	0,380
11	0,602	0,735	46	0,291	0,376
12	0,576	0,708	47	0,288	0,372
13	0,553	0,684	48	0,284	0,368
14	0,532	0,661	49	0,281	0,364
15	0,514	0,641	50	0,279	0,361
16	0,497	0,623	55	0,266	0,345
17	0,482	0,606	60	0,254	0,330
18	0,468	0,590	65	0,244	0,317
19	0,456	0,575	70	0,235	0,306
20	0,444	0,561	75	0,227	0,296
21	0,433	0,549	80	0,220	0,286
22	0,423	0,537	85	0,213	0,278
23	0,413	0,526	90	0,207	0,270
24	0,404	0,515	95	0,202	0,263
25	0,396	0,505	100	0,195	0,256
26	0,388	0,496	125	0,176	0,230
27	0,381	0,487	150	0,159	0,210
28	0,374	0,478	175	0,148	0,194
29	0,367	0,470	200	0,138	0,181
30	0,361	0,463	300	0,113	0,148
31	0,355	0,456	400	0,098	0,128
32	0,349	0,449	500	0,088	0,115
33	0,344	0,442	600	0,080	0,105
34	0,339	0,436	700	0,074	0,097
35	0,334	0,430	800	0,070	0,091
36	0,329	0,424	900	0,065	0,086
37	0,325	0,418	1000	0,062	0,081