

## Lampiran 1

### KUESIONER PENELITIAN

Pernyataan dibawah ini dalam rangka penelitian skripsi dengan judul :

Assalamualikum wr.wb

Dengan Hormat,

Nama : Indriyani

NPM : 1712110272

Mahasiswa S1 Manajemen Fakultas Ekonomi Bisnis di Institut Informatika dan Bisnis Darmajaya sedang melakukan penelitian dalam rangka menyelesaikan tugas akhir, mengenai "PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP KINERJA KARYAWAN BANK LAMPUNG KOTABUMI". Maka, saya mohon kepada Bapak/Ibu Responden untuk dapat mengisi kuesioner penelitian ini. Penelitian ini diharapkan dapat memberikan hasil yang bermanfaat sehingga dimohon untuk mengisi atau menjawab kuesioner ini dengan sejujur-jujurnya serta tidak ada jawaban yang dikosongkan. Jawaban yang bapak/ibu berikan akan dijamin kerahasiaanya dan hanya digunakan untuk penelitian ilmiah. atas kerjasama yang baik dan kesungguhan bapak/ibu dalam mengisi kuesioner, saya ucapakan terimakasih.

#### BAGIAN 1: PETUNJUK PENGISIAN

1. Mohon berikan tanda centang (✓) pada kolom jawaban yang Bapak/Ibu anggap paling sesuai.
2. Setiap pertanyaan hanya membutuhkan satu jawaban saja.
3. Mohon untuk meberikan jawaban yang sebenarnya dengan lengkap.
4. Keterangan :

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

## II. IDENTITAS RESPONDEN

- Nama Responden :  laki-laki  
Jenis Kelamin :  perempuan

- Usia :  20-30 tahun  
 31-40 tahun  
 41-50 tahun

**Kompensasi (X1)**

NO	Pernyataan	STS	TS	N	S	SS
1	Saya menerima gaji yang cukup dan sesuai, berdasarkan tanggung jawab pekerjaan yang diberikan perusahaan kepada saya					
2	Saya menerima gaji sesuai dengan harapan saya dan sesuai dengan kompetensi yang saya miliki					
3	Perusahaan memberikan insentif lain selain bonus yang tunai, seperti penghargaan dan pujian bagi karyawan yang berprestasi					
4	Pemberiaan penghargaan dilakukan secara objektif sesuai penilaian kinerja karyawan oleh manajer					
5	Perusahaan sering memberikan penghargaan dan pujian pada karyawan					
6	Saya menerima tunjangan hari raya dari perusahaan sesuai dengan pekerjaan yang saya kerjakan					
7	Tunjangan yang diberikan perusahaan diluar gaji pokok mencukupi kebutuhan saya					
8	Saya merasa perusahaan sudah memberikan gaji sesuai dengan standart yang berlaku					
9	Bonus yang diberikan perusahaan tempat saya berkerja selama ini dapat meningkatkan semangat kerja dalam berkerja					
10	Bonus yang diberikan perusahaan sesuai dengan harapan saya					

### Lingkungan Kinerja (X2)

NO	Pernyataan	STS	TS	N	S	SS
1	Penerangan di ruangan kerja cukup baik dan tidak menyilaukan sehingga mendukung aktivitas pekerjaan saya					
2	Saya merasa cahaya listrik yang ada ditempat kerja saya sangat membantu penglihatan saya					
3	Saya dapat beradaptasi dengan temperatur atau suhu udara ditempat saya berkerja					
4	Saya merasa sirkulasi udara yang kurang baik membuat saya kurang nyaman dan kurang betah dalam berkerja					
5	Suara bising ditempat kerja mempengaruhi konsentrasi saat berkerja					
6	Saya merasa terganggu saat ada rekan kerja yang berbincang-bincang di ruang tempat berkerja					
7	Fasilitas yang tersedia dilingkungan kerja telah mendukung jalannya perkerjaan saya					
8	Fasilitas perlengkapan kerja kantor (komputer, printer, dll) membantu pekerjaan saya					
9	Perusahaan saya sudah memiliki satuan keamanan yang sudah berkerja dengan baik					
10	Keamanan ditempat kerja sudah membantu saya berkerja dengan nyaman					



3	3	4	5	4	4	4	3	4	5	4	40
4	3	4	4	4	4	4	4	4	3	3	37
5	5	4	4	4	4	4	5	4	5	2	41
6	3	4	4	4	4	4	5	4	5	3	40
7	1	4	4	4	3	4	4	3	3	3	33
8	2	2	2	4	2	4	4	4	4	2	30
9	2	2	2	4	2	4	4	4	4	2	30
10	3	4	4	4	4	4	4	4	3	3	37
11	3	2	4	4	3	3	1	3	2	3	28
12	2	2	3	4	3	2	1	2	1	1	21
13	3	3	4	4	3	3	3	3	4	4	34
14	3	3	4	3	4	4	3	4	3	3	34
15	4	5	5	5	5	4	5	4	4	3	44
16	4	4	5	5	5	4	4	4	4	5	44
17	4	4	5	5	5	5	5	5	4	4	46
18	4	4	5	5	5	4	4	4	4	3	42
19	3	3	5	4	4	4	3	5	2	3	36
20	4	4	5	5	5	4	4	4	3	3	41
21	4	4	4	5	5	5	4	5	4	3	43
22	3	3	4	5	4	4	4	4	5	3	39
23	4	3	5	5	4	5	4	5	4	3	42
24	4	4	5	4	5	4	4	4	4	3	41
25	4	4	4	5	4	4	3	4	3	3	38
26	4	3	5	5	4	5	3	5	3	4	41
27	4	4	5	5	4	5	3	5	3	4	42
28	2	3	4	5	5	4	4	4	4	3	38
29	3	3	4	3	4	4	3	4	3	3	34
30	4	5	5	5	5	3	5	4	4	3	43
31	1	2	2	4	2	4	4	4	4	2	29
32	3	4	4	4	4	4	4	4	3	3	37
33	3	2	4	4	3	3	1	3	2	3	28

1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
2	4	4	4	5	4	4	5	5	4	4	43
3	4	4	5	4	4	4	4	5	4	5	43
4	4	4	4	4	3	4	5	4	4	4	40
5	4	4	4	4	3	4	4	4	3	4	38
6	2	2	2	2	5	4	4	4	2	2	29
7	1	1	1	4	1	4	4	4	2	3	25



3	3	3	4	4	4	4	4	29
5	2	2	2	2	2	4	4	23
5	2	2	2	2	3	4	5	25
2	3	3	4	4	4	3	4	27
4	2	2	4	4	4	2	4	26
4	2	2	4	4	4	2	4	26
3	3	3	3	3	4	4	4	27
2	3	2	2	2	4	3	3	21
2	2	2	2	3	4	3	3	21
4	4	3	2	2	4	3	3	25
3	3	3	3	4	3	4	4	27
4	3	4	4	4	5	5	4	33
4	5	4	4	4	5	5	4	35
4	4	4	4	3	5	5	5	34
4	3	4	5	5	5	5	4	35
2	3	3	3	4	5	4	5	29
3	3	3	3	3	4	5	4	28
4	3	3	3	4	5	5	5	32
5	3	3	4	3	4	4	4	30
4	3	3	4	3	5	4	5	31
4	3	4	4	5	5	5	4	34
3	3	3	3	4	4	4	4	28
3	4	3	3	3	5	4	5	30
3	4	4	4	4	5	4	5	33
4	3	4	3	3	4	5	4	30
3	3	3	3	4	3	4	4	27
4	3	4	4	4	5	5	3	32
4	2	2	4	4	4	2	4	26
3	3	3	3	3	4	4	4	27
2	3	2	2	2	4	3	3	21

## LAMPIRAN 2

### Hasil Uji Frekuensi Karakteristik Responden

#### 1. Karakteristik Berdasarkan Jenis Kelamin Responden

##### Jenis Kelamin



Jenis_Kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	LAKI – LAKI	23	69,7	69,7	69,7
	PEREMPUAAN	10	30,3	30,3	100,0
	Total	33	100,0	100,0	

## 2. Karakteristik Berdasarkan Usia Responden

Usia					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30 Tahun	26	78,8	78,8	78,8
	31-40 Tahun	7	21,2	21,2	100,0
	Total	33	100,0	100,0	

## 3. Karakteristik Berdasarkan Bidang Pekerjaan

Bidang_Pekerjaan					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	AO	4	12,1	12,1	12,1
	CS	2	6,1	6,1	18,2
	FO	2	6,1	6,1	24,2
	Kuasa kas dispenda	1	3,0	3,0	27,3
	Pramubakti	1	3,0	3,0	30,3
	Pramubakti	1	3,0	3,0	33,3
	Quality assurance	1	3,0	3,0	36,4
	Satpam	4	12,1	12,1	48,5
	Sopir	1	3,0	3,0	51,5
	Spv adm kredit	1	3,0	3,0	54,5
	Spv akt & keu	1	3,0	3,0	57,6
	Spv pelayanan	1	3,0	3,0	60,6

	Spv sdm & umum	1	3,0	3,0	63,6
	Staf adm kredit	1	3,0	3,0	66,7
	Staf akutansi	1	3,0	3,0	69,7
	Staff akt & keu	1	3,0	3,0	72,7
	Staff sdm & umum	1	3,0	3,0	75,8
	Teller	2	6,1	6,1	81,8
	Teller samsat kotabum	1	3,0	3,0	84,8
	Tremar	5	15,2	15,2	100,0
	Total	33	100,0	100,0	

### LAMPIRAN 3

#### Hasil Uji Frekuensi Jawaban Pertanyaan Responden

##### 1. Variabel Kompensasi (X1)

X1.1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	6,1	6,1	6,1
	TS	4	12,1	12,1	18,2
	N	12	36,4	36,4	54,5
	S	14	42,4	42,4	97,0
	SS	1	3,0	3,0	100,0
	Total	33	100,0	100,0	

##### X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	18,2	18,2	18,2
	N	8	24,2	24,2	42,4
	S	17	51,5	51,5	93,9
	SS	2	6,1	6,1	100,0
	Total	33	100,0	100,0	

<b>X1.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9,1	9,1	9,1
	N	1	3,0	3,0	12,1
	S	16	48,5	48,5	60,6
	SS	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

<b>X1.4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	2	6,1	6,1	6,1
	S	16	48,5	48,5	54,5
	SS	15	45,5	45,5	100,0
	Total	33	100,0	100,0	

<b>X1.5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9,1	9,1	9,1
	N	5	15,2	15,2	24,2
	S	14	42,4	42,4	66,7

	SS	11	33,3	33,3	100,0
	Total	33	100,0	100,0	

<b>X1.6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,0	3,0	3,0
	N	4	12,1	12,1	15,2
	S	22	66,7	66,7	81,8
	SS	6	18,2	18,2	100,0
	Total	33	100,0	100,0	

<b>X1.7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	9,1	9,1	9,1
	N	8	24,2	24,2	33,3
	S	15	45,5	45,5	78,8
	SS	7	21,2	21,2	100,0
	Total	33	100,0	100,0	

<b>X1.8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,0	3,0	3,0
	N	4	12,1	12,1	15,2
	S	20	60,6	60,6	75,8
	SS	8	24,2	24,2	100,0
	Total	33	100,0	100,0	

<b>X1.9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,0	3,0	3,0
	TS	3	9,1	9,1	12,1
	N	10	30,3	30,3	42,4
	S	13	39,4	39,4	81,8
	SS	6	18,2	18,2	100,0
	Total	33	100,0	100,0	

<b>X1.10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,0	3,0	3,0
	TS	4	12,1	12,1	15,2
	N	20	60,6	60,6	75,8
	S	6	18,2	18,2	93,9
	SS	2	6,1	6,1	100,0
	Total	33	100,0	100,0	

## 2. Variabel lingkungan Kerja Jawaban Pertanyaan Responden (X2)

<b>X2.1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,0	3,0	3,0
	TS	5	15,2	15,2	18,2
	N	10	30,3	30,3	48,5
	SS	16	48,5	48,5	97,0
	S	1	3,0	3,0	100,0
	Total	33	100,0	100,0	

<b>X2.2</b>					
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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,0	3,0	3,0
	TS	5	15,2	15,2	18,2
	N	8	24,2	24,2	42,4
	SS	17	51,5	51,5	93,9
	S	2	6,1	6,1	100,0
	Total	33	100,0	100,0	

<b>X2.3</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	3,0	3,0	3,0
	TS	1	3,0	3,0	6,1
	N	2	6,1	6,1	12,1
	SS	17	51,5	51,5	63,6
	S	12	36,4	36,4	100,0
	Total	33	100,0	100,0	

<b>X2.4</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,0	3,0	3,0
	N	2	6,1	6,1	9,1
	SS	20	60,6	60,6	69,7
	S	10	30,3	30,3	100,0
	Total	33	100,0	100,0	

<b>X2.5</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	15,2	15,2	15,2

	TS	2	6,1	6,1	21,2
	N	11	33,3	33,3	54,5
	SS	14	42,4	42,4	97,0
	S	1	3,0	3,0	100,0
	Total	33	100,0	100,0	

<b>X2.6</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	18,2	18,2	18,2
	N	8	24,2	24,2	42,4
	SS	17	51,5	51,5	93,9
	S	2	6,1	6,1	100,0
	Total	33	100,0	100,0	

<b>X2.7</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9,1	9,1	9,1
	N	1	3,0	3,0	12,1
	SS	16	48,5	48,5	60,6
	S	13	39,4	39,4	100,0
	Total	33	100,0	100,0	

<b>X2.8</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	N	2	6,1	6,1	6,1
	SS	15	45,5	45,5	51,5
	S	16	48,5	48,5	100,0
	Total	33	100,0	100,0	

<b>X2.9</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	24,2	24,2	24,2
	N	14	42,4	42,4	66,7
	SS	11	33,3	33,3	100,0
	Total	33	100,0	100,0	

<b>X2.10</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,0	3,0	3,0
	N	3	9,1	9,1	12,1
	SS	17	51,5	51,5	63,6
	S	12	36,4	36,4	100,0
	Total	33	100,0	100,0	

### 3. Variabel Kinerja Karyawan Jawaban Responden (Y)

<b>Y.1</b>					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	15,2	15,2	15,2
	N	9	27,3	27,3	42,4
	SS	15	45,5	45,5	87,9
	S	4	12,1	12,1	100,0
	Total	33	100,0	100,0	



Y.2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	18,2	18,2	18,2
	N	20	60,6	60,6	78,8
	SS	6	18,2	18,2	97,0
	S	1	3,0	3,0	100,0
	Total	33	100,0	100,0	

Y.3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	8	24,2	24,2	24,2
	N	14	42,4	42,4	66,7
	SS	11	33,3	33,3	100,0
	Total	33	100,0	100,0	

Y.4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	18,2	18,2	18,2
	N	10	30,3	30,3	48,5
	SS	16	48,5	48,5	97,0
	S	1	3,0	3,0	100,0
	Total	33	100,0	100,0	

Y.5					
		Frequency	Percent	Valid Percent	Cumulative Percent

Valid	TS	5	15,2	15,2	15,2
	N	9	27,3	27,3	42,4
	SS	17	51,5	51,5	93,9
	S	2	6,1	6,1	100,0
	Total	33	100,0	100,0	

Y.6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	3,0	3,0	3,0
	N	3	9,1	9,1	12,1
	SS	17	51,5	51,5	63,6
	S	12	36,4	36,4	100,0
	Total	33	100,0	100,0	

Y.7					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	9,1	9,1	9,1
	N	5	15,2	15,2	24,2
	SS	15	45,5	45,5	69,7
	S	10	30,3	30,3	100,0
	Total	33	100,0	100,0	

Y.8					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	5	15,2	15,2	15,2
	SS	20	60,6	60,6	75,8
	S	8	24,2	24,2	100,0

	Total	33	100,0	100,0	
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**LAMPIRAN 4**  
**Hasil Uji Persyaratan Instrumen**  
**1. Hasil Uji Validitas**  
**Variabel Kompensasi (X1)**

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6
X1.1	Pearson Correlation	1	,590**	,701**	,485**	,714**	,353*
	Sig. (2-tailed)		,000	,000	,004	,000	,044
	N	33	33	33	33	33	33
X1.2	Pearson Correlation	,590**	1	,663**	,418*	,769**	,326
	Sig. (2-tailed)	,000		,000	,015	,000	,064
	N	33	33	33	33	33	33
X1.3	Pearson Correlation	,701**	,663**	1	,444**	,795**	,268
	Sig. (2-tailed)	,000	,000		,010	,000	,132
	N	33	33	33	33	33	33
X1.4	Pearson Correlation	,485**	,418*	,444**	1	,548**	,388*
	Sig. (2-tailed)	,004	,015	,010		,001	,026
	N	33	33	33	33	33	33
X1.5	Pearson Correlation	,714**	,769**	,795**	,548**	1	,354*
	Sig. (2-tailed)	,000	,000	,000	,001		,044
	N	33	33	33	33	33	33
X1.6	Pearson Correlation	,353*	,326	,268	,388*	,354*	1
	Sig. (2-tailed)	,044	,064	,132	,026	,044	
	N	33	33	33	33	33	33
X1.7	Pearson Correlation	,285	,637**	,155	,369*	,454**	,514**
	Sig. (2-tailed)	,108	,000	,390	,035	,008	,002
	N	33	33	33	33	33	33
X1.8	Pearson Correlation	,498**	,362*	,384*	,452**	,474**	,872**
	Sig. (2-tailed)	,003	,039	,027	,008	,005	,000
	N	33	33	33	33	33	33
X1.9	Pearson Correlation	,273	,393*	,084	,315	,301	,426*
	Sig. (2-tailed)	,125	,024	,643	,075	,088	,013
	N	33	33	33	33	33	33

X1.10	Pearson Correlation	,449**	,446**	,617**	,402*	,530**	,461**
	Sig. (2-tailed)	,009	,009	,000	,020	,002	,007
	N	33	33	33	33	33	33
TOTAL_X1	Pearson Correlation	,746**	,802**	,708**	,646**	,835**	,663**

X1.7	X1.8	X1.9	X1.10	TOTAL_X1
,285	,498**	,273	,449**	,746**
,108	,003	,125	,009	,000
33	33	33	33	33
,637**	,362*	,393*	,446**	,802**
,000	,039	,024	,009	,000
33	33	33	33	33
,155	,384*	,084	,617**	,708**
,390	,027	,643	,000	,000
33	33	33	33	33
,369*	,452**	,315	,402*	,646**
,035	,008	,075	,020	,000
33	33	33	33	33
,454**	,474**	,301	,530**	,835**
,008	,005	,088	,002	,000
33	33	33	33	33
,514**	,872**	,426*	,461**	,663**
,002	,000	,013	,007	,000
33	33	33	33	33
1	,547**	,768**	,215	,715**
	,001	,000	,231	,000
33	33	33	33	33
,547**	1	,435*	,474**	,742**
,001		,011	,005	,000
33	33	33	33	33
,768**	,435*	1	,327	,628**
,000	,011		,063	,000

## 2. Variabel Lingkungan Kinerja (X2)

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
X2.1	Pearson Correlation	1	,838**	,633**	,515**	,147	,283
	Sig. (2-tailed)		,000	,000	,002	,413	,111
	N	33	33	33	33	33	33
X2.2	Pearson Correlation	,838**	1	,548**	,413 <sup>+</sup>	,159	,293
	Sig. (2-tailed)	,000		,001	,017	,376	,098
	N	33	33	33	33	33	33
X2.3	Pearson Correlation	,633**	,548**	1	,561**	,385 <sup>+</sup>	,148
	Sig. (2-tailed)	,000	,001		,001	,027	,411
	N	33	33	33	33	33	33
X2.4	Pearson Correlation	,515**	,413 <sup>+</sup>	,561**	1	,300	,278
	Sig. (2-tailed)	,002	,017	,001		,090	,118
	N	33	33	33	33	33	33
X2.5	Pearson Correlation	,147	,159	,385 <sup>+</sup>	,300	1	,556**
	Sig. (2-tailed)	,413	,376	,027	,090		,001
	N	33	33	33	33	33	33
X2.6	Pearson Correlation	,283	,293	,148	,278	,556**	1
	Sig. (2-tailed)	,111	,098	,411	,118	,001	
	N	33	33	33	33	33	33
X2.7	Pearson Correlation	,159	,131	,356 <sup>+</sup>	,410 <sup>+</sup>	,742**	,663**
	Sig. (2-tailed)	,376	,469	,042	,018	,000	,000
	N	33	33	33	33	33	33
X2.8	Pearson Correlation	,362 <sup>+</sup>	,166	,611**	,481**	,472**	,389 <sup>+</sup>
	Sig. (2-tailed)	,038	,355	,000	,005	,006	,025
	N	33	33	33	33	33	33
X2.9	Pearson Correlation	,597**	,555**	,566**	,566**	,538**	,688**
	Sig. (2-tailed)	,000	,001	,001	,001	,001	,000
	N	33	33	33	33	33	33
X2.10	Pearson Correlation	,554**	,452**	,930**	,664**	,310	,234
	Sig. (2-tailed)	,001	,008	,000	,000	,079	,190
	N	33	33	33	33	33	33
TOTAL_X2	Pearson Correlation	,704**	,643**	,786**	,696**	,666**	,641**
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000
	N	33	33	33	33	33	33

X2.7	X2.8	X2.9	X2.10	TOTAL_X2
,159	,362*	,597**	,554**	,704**
,376	,038	,000	,001	,000
33	33	33	33	33
,131	,166	,555**	,452**	,643**
,469	,355	,001	,008	,000
33	33	33	33	33
,356*	,611**	,566**	,930**	,786**
,042	,000	,001	,000	,000
33	33	33	33	33
,410*	,481**	,566**	,664**	,696**
,018	,005	,001	,000	,000
33	33	33	33	33
,742**	,472**	,538**	,310	,666**
,000	,006	,001	,079	,000
33	33	33	33	33
,663**	,389*	,688**	,234	,641**
,000	,025	,000	,190	,000
33	33	33	33	33
1	,488**	,716**	,418*	,715**
	,004	,000	,016	,000
33	33	33	33	33
,488**	1	,514**	,690**	,693**
,004		,002	,000	,000
33	33	33	33	33
,716**	,514**	1	,572**	,877**
,000	,002		,001	,000
33	33	33	33	33
,418*	,690**	,572**	1	,786**
,016	,000	,001		,000
33	33	33	33	33
,715**	,693**	,877**	,786**	1
,000	,000	,000	,000	
33	33	33	33	33

## 3. Variabel Kinerja Karyawan (Y)

		Y.1	Y.2	Y.3	Y.4
Y.1	Pearson Correlation	1	-,004	,242	,313
	Sig. (2-tailed)		,980	,174	,076
	N	33	33	33	33
Y.2	Pearson Correlation	-,004	1	,685**	,231
	Sig. (2-tailed)	,980		,000	,197
	N	33	33	33	33
Y.3	Pearson Correlation	,242	,685**	1	,592**
	Sig. (2-tailed)	,174	,000		,000
	N	33	33	33	33
Y.4	Pearson Correlation	,313	,231	,592**	1
	Sig. (2-tailed)	,076	,197	,000	
	N	33	33	33	33
Y.5	Pearson Correlation	,053	,108	,517**	,783**
	Sig. (2-tailed)	,771	,550	,002	,000
	N	33	33	33	33
Y.6	Pearson Correlation	-,085	,454**	,572**	,537**
	Sig. (2-tailed)	,639	,008	,001	,001
	N	33	33	33	33
Y.7	Pearson Correlation	,284	,486**	,760**	,222
	Sig. (2-tailed)	,109	,004	,000	,214
	N	33	33	33	33
Y.8	Pearson Correlation	,239	,128	,241	,296
	Sig. (2-tailed)	,180	,478	,176	,095
	N	33	33	33	33
TOTAL_Y	Pearson Correlation	,424*	,578**	,893**	,772**
	Sig. (2-tailed)	,014	,000	,000	,000
	N	33	33	33	33

Y.5	Y.6	Y.7	Y.8	TOTAL_Y
,053	-,085	,284	,239	,424*
,771	,639	,109	,180	,014
33	33	33	33	33
,108	,454**	,486**	,128	,578**
,550	,008	,004	,478	,000
33	33	33	33	33
,517**	,572**	,760**	,241	,893**
,002	,001	,000	,176	,000
33	33	33	33	33
,783**	,537**	,222	,296	,772**
,000	,001	,214	,095	,000
33	33	33	33	33
1	,436*	,224	,211	,649**
	,011	,210	,239	,000
33	33	33	33	33
,436*	1	,332	,292	,663**
,011		,059	,099	,000
33	33	33	33	33
,224	,332	1	,275	,705**
,210	,059		,122	,000
33	33	33	33	33
,211	,292	,275	1	,490**
,239	,099	,122		,004
33	33	33	33	33
,649**	,663**	,705**	,490**	1
,000	,000	,000	,004	
33	33	33	33	33

## LAMPIRAN 6

### 1. Hasil Uji Reabilitas

Variabel Kompensasi (X1)

<b>Reliability Statistics</b>
-------------------------------



Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,918	,938	3

Variabel Lingkungan Kerja (X2)

<b>Reliability Statistics</b>		
,889	,898	10

Variabel Kinerja Karyawan (Y)

<b>Reliability Statistics</b>		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
,798	,802	8

LAMPIRAN 7

Hasil Uji Regresi Linier Berganda

<b>Coefficients<sup>a</sup></b>
---------------------------------

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,575	1,731		2,065	,048
	TOTAL_X1	,211	,065	,316	3,250	,003
	TOTAL_X2	,459	,066	,675	6,946	,000

a. Dependent Variable: TOTAL\_Y

a.) Uji t  
Uji t X1

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,575	1,731		2,065	,048
	TOTAL_X1	,211	,065	,316	3,250	,003

a. Dependent Variable: TOTAL\_Y

b.) Uji t X2

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,575	1,731		2,065	,048
	TOTAL_X2	,459	,066	,675	6,946	,000

a. Dependent Variable: TOTAL\_Y

## LAMPIRAN 8

## Hasil Uji Analisis Data

## 1. Hasil Uji Normalitas Kompensasi (X1)

<b>One-Sample Kolmogorov-Smirnov Test</b>		
		TOTAL_X1
N		33
Normal Parameters <sup>a,b</sup>	Mean	37,76
	Std. Deviation	6,124
Most Extreme Differences	Absolute	,128
	Positive	,079
	Negative	-,128
Test Statistic		,128
Asymp. Sig. (2-tailed)		,188 <sup>c</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

## 2. Hasil Uji Normalitas Lingkungan Kerja (X2)

<b>One-Sample Kolmogorov-Smirnov Test</b>		
		TOTAL_X2
N		33
Normal Parameters <sup>a,b</sup>	Mean	37,58
	Std. Deviation	6,021
Most Extreme Differences	Absolute	,110
	Positive	,110
	Negative	-,102
Test Statistic		,110
Asymp. Sig. (2-tailed)		,200 <sup>c,d</sup>
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

## LAMPIRAN 9

r Tabel

Tabel r Untuk df = 1-50

df = (N-2)	Tingkat signifikansi untuk uji satu arah					0.0005
	0.05	0.025	0.01	0.005		
	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

<b>18</b>	0.3783	0.4438	0.5155	0.5614		0.6788
<b>19</b>	0.3687	0.4329	0.5034	0.5487		0.6652
<b>20</b>	0.3598	0.4227	0.4921	0.5368		0.6524
<b>21</b>	0.3515	0.4132	0.4815	0.5256		0.6402
<b>22</b>	0.3438	0.4044	0.4716	0.5151		0.6287
<b>23</b>	0.3365	0.3961	0.4622	0.5052		0.6178
<b>24</b>	0.3297	0.3882	0.4534	0.4958		0.6074
<b>25</b>	0.3233	0.3809	0.4451	0.4869		0.5974
<b>26</b>	0.3172	0.3739	0.4372	0.4785		0.5880
<b>27</b>	0.3115	0.3673	0.4297	0.4705		0.5790
<b>28</b>	0.3061	0.3610	0.4226	0.4629		0.5703
<b>29</b>	0.3009	0.3550	0.4158	0.4556		0.5620
<b>30</b>	0.2960	0.3494	0.4093	0.4487		0.5541
<b>31</b>	0.2913	0.3440	0.4032	0.4421		0.5465
<b>32</b>	0.2869	0.3388	0.3972	0.4357		0.5392
<b>33</b>	0.2826	0.3338	0.3916	0.4296		0.5322
<b>34</b>	0.2785	0.3291	0.3862	0.4238		0.5254
<b>35</b>	0.2746	0.3246	0.3810	0.4182		0.5189
<b>36</b>	0.2709	0.3202	0.3760	0.4128		0.5126
<b>37</b>	0.2673	0.3160	0.3712	0.4076		0.5066
<b>38</b>	0.2638	0.3120	0.3665	0.4026		0.5007
<b>39</b>	0.2605	0.3081	0.3621	0.3978		0.4950
<b>40</b>	0.2573	0.3044	0.3578	0.3932		0.4896
<b>41</b>	0.2542	0.3008	0.3536	0.3887		0.4843
<b>42</b>	0.2512	0.2973	0.3496	0.3843		0.4791
<b>43</b>	0.2483	0.2940	0.3457	0.3801		0.4742
<b>44</b>	0.2455	0.2907	0.3420	0.3761		0.4694
<b>45</b>	0.2429	0.2876	0.3384	0.3721		0.4647

<b>46</b>	0.2403	0.2845	0.3348	0.3683		0.4601
<b>47</b>	0.2377	0.2816	0.3314	0.3646		0.4557
<b>48</b>	0.2353	0.2787	0.3281	0.3610		0.4514
<b>49</b>	0.2329	0.2759	0.3249	0.3575		0.4473
<b>50</b>	0.2306	0.2732	0.3218	0.3542		0.4432

Lampiran 10

t tabel

**Titik Persentase Distribusi t (df = 1 – 40)**

Pr	0.25	0.10	0.05	0.025	0.01	0.005	0.001
df	0.50	0.20	0.10	0.050	0.02	0.010	0.002
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

Lampiran 11

f tabel

**Titik Persentase Distribusi F untuk Probabilita = 0,05**

df untuk penyebut (N2)	df untuk pembilang (N1)														
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	161	199	216	225	230	234	237	239	241	242	243	244	245	245	246
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40	19.40	19.41	19.42	19.42	19.43
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79	8.76	8.74	8.73	8.71	8.70
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96	5.94	5.91	5.89	5.87	5.86
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74	4.70	4.68	4.66	4.64	4.62
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06	4.03	4.00	3.98	3.96	3.94
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64	3.60	3.57	3.55	3.53	3.51
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35	3.31	3.28	3.26	3.24	3.22
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14	3.10	3.07	3.05	3.03	3.01
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98	2.94	2.91	2.89	2.86	2.85
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85	2.82	2.79	2.76	2.74	2.72
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75	2.72	2.69	2.66	2.64	2.62
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67	2.63	2.60	2.58	2.55	2.53
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60	2.57	2.53	2.51	2.48	2.46
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54	2.51	2.48	2.45	2.42	2.40
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49	2.46	2.42	2.40	2.37	2.35
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45	2.41	2.38	2.35	2.33	2.31
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41	2.37	2.34	2.31	2.29	2.27
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38	2.34	2.31	2.28	2.26	2.23
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35	2.31	2.28	2.25	2.22	2.20
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32	2.28	2.25	2.22	2.20	2.18
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30	2.26	2.23	2.20	2.17	2.15
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27	2.24	2.20	2.18	2.15	2.13
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25	2.22	2.18	2.15	2.13	2.11
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24	2.20	2.16	2.14	2.11	2.09
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22	2.18	2.15	2.12	2.09	2.07
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20	2.17	2.13	2.10	2.08	2.06
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19	2.15	2.12	2.09	2.06	2.04
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18	2.14	2.10	2.08	2.05	2.03
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16	2.13	2.09	2.06	2.04	2.01
31	4.16	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15	2.11	2.08	2.05	2.03	2.00



<b>32</b>	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14	2.10	2.07	2.04	2.01	1.99
<b>33</b>	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13	2.09	2.06	2.03	2.00	1.98
<b>34</b>	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12	2.08	2.05	2.02	1.99	1.97
<b>35</b>	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11	2.07	2.04	2.01	1.99	1.96
<b>36</b>	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11	2.07	2.03	2.00	1.98	1.95
<b>37</b>	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10	2.06	2.02	2.00	1.97	1.95
<b>38</b>	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09	2.05	2.02	1.99	1.96	1.94
<b>39</b>	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08	2.04	2.01	1.98	1.95	1.93
<b>40</b>	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08	2.04	2.00	1.97	1.95	1.92
<b>41</b>	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07	2.03	2.00	1.97	1.94	1.92
<b>42</b>	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06	2.03	1.99	1.96	1.94	1.91
<b>43</b>	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06	2.02	1.99	1.96	1.93	1.91
<b>44</b>	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05	2.01	1.98	1.95	1.92	1.90
<b>45</b>	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05	2.01	1.97	1.94	1.92	1.89