**LAMPIRAN**

**Lampiran 1**

**DAFTAR PERTANYAAN (KUESIONER)**

**PENGARUH INSENTIF dan DISIPLIN KERJA TERHADAP LOYALITAS KERJA KARYAWAN PT. MATAHARI DEPARTEMEN STORE THAMRIN PLAZA MEDAN**

Petunjuk pengisian :

1) Isilah data diri sesuai dengan keadaan yang sebenarnya pada identitas responden.

2) Berilah tanda checklist (√) pada salah satu pilihan jawaban yang tersedia sesuai dengan pendapat Anda pribadi sebagai tenaga kerja pada komponen-komponen variabel. Masing-masing pilihan jawaban memiliki makna sebagai berikut:

SS : Apabila jawaban Anda tersebut sangat setuju

S : Apabila jawaban Anda tersebut setuju

KS : Apabila jawaban Anda tersebut kurang setuju

TS : Apabila jawaban Anda tersebut tidak setuju

STS : Apabila jawaban Anda tersebut sangat tidak setuju

3) Diharapkan untuk tidak menjawab lebih dari satu pilihan jawaban.

4) IDENTITAS RESPONDEN :

1. NAMA :

2. UMUR : 20 – 30( )

31 – 40( )

41 – 50( )

PENDIDIKAN TERAKHIR : SMA / D1/D3 \*

3. STATUS PERKAWINAN : MENIKAH / BELUM MENIKAH \*

Keterangan :\* Coret yang tidak perlu

**Insentif Karyawan (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Bonus** | | | | | | |
| **1** | Bonus yang saya terima memuaskan |  |  |  |  |  |
| **Komisi** | | | | | | |
| **2** | Saya merasa bahwa komisi yang diterima sudah sesuai dengan pengorbanan yang dilakukan |  |  |  |  |  |
| **Pemberian Kompensansi yang Ditangguhkan** | | | | | | |
| **3** | Saya merasa sistem pemberian kompensasi yang ditangguhkan atau pesangon yang diterapkan perusahaan sudah sesuai dengan kontribusi yang diberikan karyawan kepada perusahaan selama ia bekerja. |  |  |  |  |  |
| **Bantuan Hari Tua** | | | | | | |
| **4** | Saya merasa puas dengan adanya sistem pemberian bantuan hari tua kepada karyawan yang bekerja pada perusahaan hingga masa pensiun |  |  |  |  |  |
| **Pemberian Penghargaan Piagam/ Piala/ Medali** | | | | | | |
| **5** | Saya merasa senang dengan piagam penghargaan yang diberikan oleh perusahaan setiap setahun sekali |  |  |  |  |  |

**Disiplin kerja (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Penggunaan Waktu Secara Efektif** | | | | | | |
| **1** | Saya akan berusaha untuk menyelesaikan tugas dengan tepat waktu |  |  |  |  |  |
| **2** | Saya bersedia melakukan penghematan waktu dalam melaksanakan tugas |  |  |  |  |  |
| **Ketaatan Terhadap Peraturan yang Ditetapkan** | | | | | | |
| **3** | Saya bersedia melakukan ketaatan terhadap jam kerja |  |  |  |  |  |
| **4** | Saya bersedia taat terhadap perintah pimpinan |  |  |  |  |  |
| **5** | Saya bersedia taat terhadap setiap prosedur dan metode kerja yang diterapkan perusahaan |  |  |  |  |  |
| **Tanggung Jawab dalam Pekerjaan dan Tugas** | | | | | | |
| **6** | Saya akan melakukan pekerjaan sesuai dengan yang direncanakan atau diatur oleh perusahaan |  |  |  |  |  |
| **7** | Saya akan melakukan evaluasi dari hasil pekerjaan yang saya lakukan |  |  |  |  |  |
| **8** | Saya bersedia menerima resiko kesalahan dari pekerjaan yang saya lakukan |  |  |  |  |  |

**Loyalitas Kerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Pernyataan** | **Jawaban Responden** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Keberadaan Karyawan** | | | | | | |
| **1** | Saya bekerja pada perusahaan ini ≥ dari 5 tahun |  |  |  |  |  |
| **2** | Saya memiliki keinginan untuk meluangkan sisa karir saya di perusahaan. |  |  |  |  |  |
| **3** | Saya merasa berat untuk pindah kerja dari perusahaan |  |  |  |  |  |
| **Keterlibatan Karyawan** | | | | | | |
| **4** | Saya akan berusaha menjaga citra perusahaan dengan melakukan pekerjaan semaksimal mungkin |  |  |  |  |  |
| **5** | Saya akan berusaha memberikan hasil kerja yang maksimal demi kemajuan perusahaan |  |  |  |  |  |
| **6** | Saya mengemukakan pendapat baik kritik dan saran kepada atasan saya untuk perbaikan divisi yang lebih baik. |  |  |  |  |  |
| **Kebanggaan Karyawan** | | | | | | |
| **7** | Saya senang menceritakan tentang pekerjaan saya kepada semua orang diluar rekan kerja saya |  |  |  |  |  |
| **8** | Saya senang menceritakan kepada orang lain tentang perusahaan saya sebagai perusahaan yang tepat |  |  |  |  |  |
| **9** | Saya merasa bekerja di perusahaan adalah pilihan terbaik di dalam hidup saya |  |  |  |  |  |

Terima kasih atas partisipasi Anda dalam mengisi kuesioner Penelitian saya.

Januari 2020

Peneliti

**Lampiran 2**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Tabel 4.34 Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,619 | 4,329 |  | 1,298 | ,200 |
| Insentif Karyawan | ,565 | ,150 | ,511 | 3,763 | ,000 |
| Disiplin Kerja | ,314 | ,142 | ,301 | 2,215 | ,031 |
| a. Dependent Variable: Loyalitas Karyawan | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summary** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,764a | ,584 | ,568 | 2,08663 |
| a. Predictors: (Constant), Disiplin Kerja, Insentif Karyawan | | | | |

**Lampiran 3**

**Distribusi Nilai r tabel**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **df = (N-3)** | **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 |
| **41** | 0.2542 | 0.3008 | 0.3536 | 0.3887 | 0.4843 |
| **42** | 0.2512 | 0.2973 | 0.3496 | 0.3843 | 0.4791 |
| **43** | 0.2483 | 0.2940 | 0.3457 | 0.3801 | 0.4742 |
| **44** | 0.2455 | 0.2907 | 0.3420 | 0.3761 | 0.4694 |
| **45** | 0.2429 | 0.2876 | 0.3384 | 0.3721 | 0.4647 |
| **46** | 0.2403 | 0.2845 | 0.3348 | 0.3683 | 0.4601 |
| **47** | 0.2377 | 0.2816 | 0.3314 | 0.3646 | 0.4557 |
| **48** | 0.2353 | 0.2787 | 0.3281 | 0.3610 | 0.4514 |
| **49** | 0.2329 | 0.2759 | 0.3249 | 0.3575 | 0.4473 |
| **50** | 0.2306 | 0.2732 | 0.3218 | 0.3542 | 0.4432 |
| **51** | 0.2284 | 0.2706 | 0.3188 | 0.3509 | 0.4393 |
| **52** | 0.2262 | 0.2681 | 0.3158 | 0.3477 | 0.4354 |
| **53** | 0.2241 | 0.2656 | 0.3129 | 0.3445 | 0.4317 |
| **54** | 0.2221 | 0.2632 | 0.3102 | 0.3415 | 0.4280 |
| **55** | 0.2201 | 0.2609 | 0.3074 | 0.3385 | 0.4244 |
| **56** | 0.2181 | 0.2586 | 0.3048 | 0.3357 | 0.4210 |
| **57** | 0.2162 | 0.2564 | 0.3022 | 0.3328 | 0.4176 |
| **58** | 0.2144 | 0.2542 | 0.2997 | 0.3301 | 0.4143 |
| **59** | 0.2126 | 0.2521 | 0.2972 | 0.3274 | 0.4110 |
| **60** | 0.2108 | 0.2500 | 0.2948 | 0.3248 | 0.4079 |

**Tabel F (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** |
| **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 |
| **48** | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 |
| **49** | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 |
| **50** | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 |
| **51** | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 |
| **52** | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 |
| **53** | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 |
| **54** | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 |
| **55** | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 |
| **56** | 4.01 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 |
| **57** | 4.01 | 3.16 | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 |
| **58** | 4.01 | 3.16 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 |
| **59** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 |
| **60** | 4.00 | 3.15 | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 |
| **61** | 4.00 | 3.15 | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 |
| **62** | 4.00 | 3.15 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 |
| **63** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 |
| **64** | 3.99 | 3.14 | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 |
| **65** | 3.99 | 3.14 | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 |
| **66** | 3.99 | 3.14 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 |
| **67** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 |
| **68** | 3.98 | 3.13 | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 |
| **69** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 |
| **70** | 3.98 | 3.13 | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 |
| **71** | 3.98 | 3.13 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 |
| **72** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 |
| **73** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 |
| **74** | 3.97 | 3.12 | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 |
| **75** | 3.97 | 3.12 | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 |
| **76** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 |
| **77** | 3.97 | 3.12 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 |
| **78** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 |
| **79** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 |
| **80** | 3.96 | 3.11 | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 |
| **81** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 |
| **82** | 3.96 | 3.11 | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 |
| **83** | 3.96 | 3.11 | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 |

**Lampiran 4**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Data Variabel Insentif Karyawan (X1) | | | | | | | | | | |
| No Responden | No Item Pertanyaan | | | | | Jumlah | | | | |
| 1 | 2 | 3 | 4 | 5 | |  | | | |
| 1 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 2 | 4 | 3 | 4 | 4 | 4 | | 19 | | | |
| 3 | 4 | 4 | 4 | 4 | 5 | | 21 | | | |
| 4 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 5 | 4 | 5 | 4 | 4 | 4 | | 21 | | | |
| 6 | 5 | 5 | 4 | 4 | 5 | | 23 | | | |
| 7 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 8 | 3 | 5 | 5 | 4 | 4 | | 21 | | | |
| 9 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 10 | 4 | 4 | 4 | 5 | 4 | | 21 | | | |
| 11 | 5 | 4 | 5 | 5 | 4 | | 23 | | | |
| 12 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 13 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 14 | 5 | 5 | 5 | 5 | 5 | | 25 | | | |
| 15 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 16 | 4 | 5 | 4 | 4 | 5 | | 22 | | | |
| 17 | 3 | 5 | 4 | 4 | 5 | | 21 | | | |
| 18 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 19 | 5 | 5 | 5 | 5 | 5 | | 25 | | | |
| 20 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 21 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 22 | 5 | 4 | 5 | 5 | 4 | | 23 | | | |
| 23 | 4 | 4 | 4 | 5 | 4 | | 21 | | | |
| 24 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 25 | 3 | 5 | 5 | 4 | 4 | | 21 | | | |
| 26 | 4 | 3 | 4 | 4 | 4 | | 19 | | | |
| 27 | 5 | 5 | 4 | 4 | 5 | | 23 | | | |
| 28 | 4 | 5 | 4 | 4 | 4 | | 21 | | | |
| 29 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 30 | 4 | 3 | 4 | 4 | 5 | | 20 | | | |
| 31 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 32 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 33 | 4 | 3 | 4 | 4 | 4 | | 19 | | | |
| 34 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 35 | 4 | 4 | 4 | 4 | 5 | | 21 | | | |
| 36 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 37 | 4 | 5 | 4 | 4 | 4 | | 21 | | | |
| 38 | 5 | 5 | 4 | 4 | 5 | | 23 | | | |
| 39 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 40 | 4 | 5 | 5 | 4 | 4 | | 22 | | | |
| 41 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 42 | 4 | 3 | 4 | 4 | 4 | | 19 | | | |
| 43 | 4 | 4 | 4 | 4 | 5 | | 21 | | | |
| 44 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 45 | 4 | 5 | 4 | 4 | 4 | | 21 | | | |
| 46 | 5 | 5 | 4 | 4 | 5 | | 23 | | | |
| 47 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| 48 | 4 | 5 | 5 | 4 | 4 | | 22 | | | |
| 49 | 4 | 4 | 3 | 4 | 4 | | 19 | | | |
| 50 | 4 | 4 | 4 | 5 | 4 | | 21 | | | |
| 51 | 5 | 4 | 5 | 5 | 4 | | 23 | | | |
| 52 | 4 | 4 | 4 | 4 | 4 | | 20 | | | |
| Tabulasi Data Variabel Disiplin Kerja (X2) | | | | | | | | | | |
| No Responden | No Item Pertanyaan | | | | | | | | | Jumlah | |
| 1 | 2 | 3 | 4 | 5 | | 6 | 7 | 8 |  | |
| 1 | 5 | 5 | 4 | 4 | 4 | | 4 | 4 | 5 | 35 | |
| 2 | 4 | 4 | 5 | 5 | 4 | | 4 | 4 | 4 | 34 | |
| 3 | 4 | 4 | 5 | 5 | 5 | | 5 | 4 | 4 | 36 | |
| 4 | 5 | 5 | 4 | 4 | 4 | | 4 | 4 | 4 | 34 | |
| 5 | 4 | 5 | 4 | 4 | 4 | | 4 | 4 | 4 | 33 | |
| 6 | 4 | 5 | 4 | 4 | 5 | | 5 | 4 | 4 | 35 | |
| 7 | 4 | 4 | 4 | 4 | 4 | | 5 | 4 | 4 | 33 | |
| 8 | 4 | 5 | 5 | 4 | 4 | | 4 | 4 | 4 | 34 | |
| 9 | 4 | 4 | 4 | 4 | 4 | | 4 | 5 | 4 | 33 | |
| 10 | 4 | 4 | 4 | 5 | 4 | | 5 | 4 | 4 | 34 | |
| 11 | 5 | 4 | 5 | 5 | 4 | | 5 | 5 | 4 | 37 | |
| 12 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 13 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 14 | 5 | 5 | 5 | 5 | 5 | | 5 | 5 | 5 | 40 | |
| 15 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 16 | 4 | 5 | 4 | 4 | 5 | | 4 | 5 | 5 | 36 | |
| 17 | 4 | 5 | 4 | 4 | 5 | | 4 | 5 | 5 | 36 | |
| 18 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 19 | 5 | 5 | 5 | 5 | 5 | | 5 | 5 | 5 | 40 | |
| 20 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 21 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 22 | 5 | 4 | 5 | 5 | 4 | | 5 | 5 | 4 | 37 | |
| 23 | 4 | 4 | 4 | 5 | 4 | | 5 | 4 | 4 | 34 | |
| 24 | 4 | 4 | 4 | 4 | 4 | | 4 | 5 | 4 | 33 | |
| 25 | 4 | 5 | 5 | 4 | 4 | | 4 | 4 | 4 | 34 | |
| 26 | 4 | 4 | 4 | 4 | 4 | | 5 | 4 | 4 | 33 | |
| 27 | 5 | 5 | 4 | 4 | 5 | | 5 | 4 | 4 | 36 | |
| 28 | 4 | 5 | 4 | 4 | 4 | | 4 | 4 | 4 | 33 | |
| 29 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 30 | 4 | 4 | 4 | 4 | 5 | | 4 | 4 | 4 | 33 | |
| 31 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 32 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 33 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 34 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 35 | 4 | 4 | 4 | 4 | 5 | | 4 | 4 | 4 | 33 | |
| 36 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 37 | 4 | 5 | 4 | 4 | 4 | | 4 | 4 | 4 | 33 | |
| 38 | 5 | 5 | 4 | 4 | 5 | | 5 | 4 | 4 | 36 | |
| 39 | 4 | 4 | 4 | 4 | 4 | | 5 | 4 | 4 | 33 | |
| 40 | 4 | 5 | 5 | 4 | 4 | | 4 | 4 | 4 | 34 | |
| 41 | 5 | 5 | 5 | 5 | 5 | | 5 | 5 | 5 | 40 | |
| 42 | 5 | 5 | 5 | 5 | 4 | | 4 | 4 | 4 | 36 | |
| 43 | 5 | 5 | 5 | 5 | 5 | | 5 | 4 | 4 | 38 | |
| 44 | 5 | 5 | 4 | 4 | 4 | | 4 | 4 | 4 | 34 | |
| 45 | 4 | 5 | 4 | 4 | 4 | | 4 | 4 | 4 | 33 | |
| 46 | 4 | 5 | 4 | 4 | 5 | | 5 | 4 | 4 | 35 | |
| 47 | 4 | 4 | 4 | 4 | 4 | | 5 | 4 | 4 | 33 | |
| 48 | 4 | 5 | 5 | 4 | 4 | | 4 | 4 | 4 | 34 | |
| 49 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |
| 50 | 4 | 4 | 4 | 5 | 4 | | 5 | 4 | 4 | 34 | |
| 51 | 5 | 4 | 5 | 5 | 4 | | 5 | 5 | 4 | 37 | |
| 52 | 4 | 4 | 4 | 4 | 4 | | 4 | 4 | 4 | 32 | |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Data Variabel Loyalitas Karyawan (Y) | | | | | | | | | | |
| No Responden | No Item Pernyataan | | | | | | | | | Jumlah |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 2 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 3 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 7 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 9 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 11 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 13 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 17 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 41 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 21 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 22 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 24 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 25 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 30 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 31 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 34 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 35 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 36 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 39 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 40 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 41 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 42 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 43 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 44 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 47 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 37 |
| 48 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 49 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 38 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 36 |
| 51 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 52 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Variabel X1, X2 dan Y | | | | | | | | | |
| N0 | X1 | X2 | Y | X12 | X22 | Y2 | X1X2 | X1Y | X2Y |
| 1 | 20 | 35 | 40 | 400 | 1225 | 1600 | 700 | 800 | 1400 |
| 2 | 19 | 34 | 37 | 361 | 1156 | 1369 | 646 | 703 | 1295 |
| 3 | 21 | 36 | 38 | 441 | 1296 | 1444 | 756 | 798 | 1330 |
| 4 | 20 | 34 | 37 | 400 | 1156 | 1369 | 680 | 740 | 1295 |
| 5 | 21 | 33 | 36 | 441 | 1089 | 1296 | 693 | 756 | 1260 |
| 6 | 23 | 35 | 45 | 529 | 1225 | 2025 | 805 | 1035 | 1575 |
| 7 | 20 | 33 | 37 | 400 | 1089 | 1369 | 660 | 740 | 1295 |
| 8 | 21 | 34 | 37 | 441 | 1156 | 1369 | 714 | 777 | 1295 |
| 9 | 20 | 33 | 38 | 400 | 1089 | 1444 | 660 | 760 | 1330 |
| 10 | 21 | 34 | 36 | 441 | 1156 | 1296 | 714 | 756 | 1260 |
| 11 | 23 | 37 | 39 | 529 | 1369 | 1521 | 851 | 897 | 1365 |
| 12 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| 13 | 20 | 32 | 36 | 400 | 1024 | 1296 | 640 | 720 | 1260 |
| 14 | 25 | 40 | 45 | 625 | 1600 | 1600 | 1000 | 1125 | 1575 |
| 15 | 20 | 32 | 36 | 400 | 1024 | 1296 | 640 | 720 | 1260 |
| 16 | 22 | 36 | 41 | 484 | 1296 | 1681 | 792 | 902 | 1435 |
| 17 | 21 | 36 | 41 | 441 | 1296 | 1681 | 756 | 861 | 1435 |
| 18 | 20 | 32 | 36 | 400 | 1024 | 1296 | 640 | 720 | 1260 |
| 19 | 25 | 40 | 45 | 625 | 1600 | 2025 | 1000 | 1125 | 1575 |
| 20 | 20 | 32 | 36 | 400 | 1024 | 1296 | 640 | 720 | 1260 |
| 21 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| 22 | 23 | 37 | 39 | 529 | 1369 | 1521 | 851 | 897 | 1365 |
| 23 | 21 | 34 | 36 | 441 | 1156 | 1296 | 714 | 756 | 1260 |
| 24 | 20 | 33 | 38 | 400 | 1089 | 1444 | 660 | 760 | 1330 |
| 25 | 21 | 34 | 37 | 441 | 1156 | 1369 | 714 | 777 | 1295 |
| 26 | 19 | 33 | 37 | 361 | 1089 | 1369 | 627 | 703 | 1295 |
| 27 | 23 | 36 | 45 | 529 | 1296 | 2025 | 828 | 1035 | 1575 |
| 28 | 21 | 33 | 36 | 441 | 1089 | 1296 | 693 | 756 | 1260 |
| 29 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| 30 | 20 | 33 | 38 | 400 | 1089 | 1444 | 660 | 760 | 1330 |
| 31 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| 32 | 20 | 32 | 36 | 400 | 1024 | 1296 | 640 | 720 | 1260 |
| 33 | 19 | 32 | 36 | 391 | 1024 | 1296 | 608 | 684 | 1260 |
| 34 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| 35 | 21 | 33 | 38 | 441 | 1089 | 1444 | 693 | 798 | 1330 |
| 36 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| 37 | 21 | 33 | 36 | 441 | 1089 | 1296 | 693 | 756 | 1260 |
| 38 | 23 | 36 | 45 | 529 | 1296 | 2025 | 828 | 1035 | 1575 |
| 39 | 20 | 33 | 37 | 400 | 1089 | 1369 | 660 | 740 | 1295 |
| 40 | 22 | 34 | 37 | 484 | 1156 | 1369 | 748 | 814 | 1295 |
| 41 | 20 | 40 | 40 | 400 | 1600 | 1600 | 800 | 800 | 1400 |
| 42 | 19 | 36 | 37 | 391 | 1296 | 1369 | 684 | 703 | 1295 |
| 43 | 21 | 38 | 38 | 441 | 1444 | 1444 | 798 | 798 | 1330 |
| 44 | 20 | 34 | 37 | 400 | 1156 | 1369 | 680 | 740 | 1295 |
| 45 | 21 | 33 | 36 | 441 | 1089 | 1296 | 693 | 756 | 1260 |
| 46 | 23 | 35 | 45 | 529 | 1225 | 2025 | 805 | 1035 | 1575 |
| 47 | 20 | 33 | 37 | 400 | 1089 | 1369 | 660 | 740 | 1295 |
| 48 | 22 | 34 | 37 | 484 | 1156 | 1369 | 748 | 814 | 1295 |
| 49 | 19 | 32 | 38 | 391 | 1024 | 1444 | 608 | 722 | 1330 |
| 50 | 21 | 34 | 36 | 441 | 1156 | 1296 | 714 | 756 | 1260 |
| 51 | 23 | 37 | 39 | 529 | 1369 | 1521 | 851 | 897 | 1365 |
| 52 | 20 | 32 | 37 | 400 | 1024 | 1369 | 640 | 740 | 1295 |
| TOTAL | 1085 | 1774 | 1986 | 22833 | 60766 | 75817 | 37125 | 41587 | 69510 |
|  | X1 | X2 | Y | X12 | X22 | Y2 | X1X2 | X1Y | X2Y |

**Lampiran 5**

**t tabel (N-2)**

|  |  |  |
| --- | --- | --- |
| **Df** | **Level Of Significance** | |
| **Two-Tails** | |
| **0,05** | **0,10** |
| **1** | 12,706 | 6,314 |
| **2** | 4,303 | 2,920 |
| **3** | 3,182 | 2,353 |
| **4** | 2,776 | 2,132 |
| **5** | 2,571 | 2,015 |
| **6** | 2,447 | 1,943 |
| **7** | 2,365 | 1,895 |
| **8** | 2,306 | 1,860 |
| **9** | 2,262 | 1,833 |
| **10** | 2,228 | 1,812 |
| **11** | 2,201 | 1,796 |
| **12** | 2,179 | 1,782 |
| **13** | 2,160 | 1,771 |
| **14** | 2,145 | 1,761 |
| **15** | 2,131 | 1,753 |
| **16** | 2,120 | 1,746 |
| **17** | 2,110 | 1,740 |
| **18** | 2,101 | 1,740 |
| **19** | 2,093 | 1,729 |
| **20** | 2,086 | 1,725 |
| **21** | 2,080 | 1,721 |
| **22** | 2,074 | 1,717 |
| **23** | 2,069 | 1,714 |
| **24** | 2,064 | 1,711 |
| **25** | 2,060 | 1,708 |
| **26** | 2,056 | 1,706 |
| **27** | 2,052 | 1,703 |
| **28** | 2,048 | 1,701 |
| **29** | 2,045 | 1,699 |
| **30** | 2,042 | 1,697 |
| **31** | 2,040 | 1,696 |
| **32** | 2,037 | 1,694 |
| **33** | 2,035 | 1,692 |
| **34** | 2,032 | 1,691 |
| **35** | 2,030 | 1,690 |
| **36** | 2,208 | 1,688 |
| **37** | 2,026 | 1,687 |
| **38** | 2,024 | 1,686 |
| **39** | 2,023 | 1,685 |
| **40** | 2,021 | 1,684 |
| **41** | 2,020 | 1,683 |
| **42** | 2,018 | 1,682 |
| **43** | 2,017 | 1,681 |
| **44** | 2,015 | 1,680 |
| **45** | 2,014 | 1,679 |
| **46** | 2,013 | 1,679 |
| **47** | 2,012 | 1,678 |
| **48** | 2,011 | 1,677 |
| **49** | 2,010 | 1,677 |
| **50** | 2,009 | 1,676 |
| **51** | 2,008 | 1,675 |
| **52** | 2,007 | 1,675 |
| **53** | 2,006 | 1,674 |
| **54** | 2,005 | 1,674 |
| **55** | 2,004 | 1,673 |
| **56** | 2,003 | 1,673 |
| **57** | 2,002 | 1,672 |
| **58** | 2,002 | 1,672 |
| **59** | 2,001 | 1,671 |
| **60** | 2,000 | 1,671 |
| **61** | 1,999 | 1,670 |
| **62** | 1,998 | 1,669 |
| **63** | 1,998 | 1,669 |
| **64** | 1,996 | 1,668 |
| **65** | 1,996 | 1,667 |
| **66** | 1,996 | 1,667 |
| **67** | 1,995 | 1,666 |
| **68** | 1,995 | 1,665 |
| **69** | 1,994 | 1,665 |
| **70** | 1,994 | 1,664 |

**Uji Reliabilitas**

**Variabel X1**

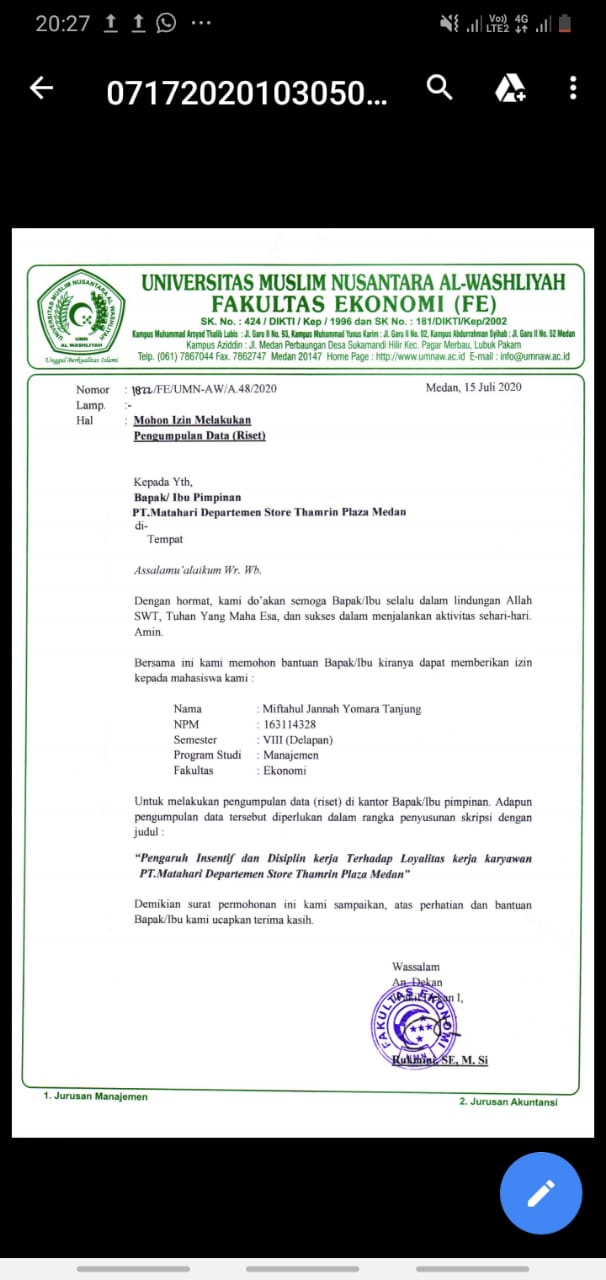
|  |  |
| --- | --- |
| **Reliability Statistics** | |
| **Cronbach's Alpha** | **N of Items** |
| **,877** | **5** |

**Variabel X2**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| **Cronbach's Alpha** | **N of Items** |
| **,858** | **8** |

**Variabel Y**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,906 | 9 |

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