**Lampiran 1**

**KUESIONER**

# Identitas Penulis

Nama : Sri Rahda Wahyuni Harahab

Jenis Kelamin : Perempuan

Jurusan : Manajemen

Fakultas : Ekonomi

Asal Perguruan Tinggi : Universitas Muslim Nusantara Al-Washliyah

Medan

Judul Penelitian : Pengaruh Kompensasi Dan Kepuasan Kerja Terhadap Kinerja Pegawai Pada Dinas Kehutanan Provinsi Sumatera Utara

Dengan ini saya mohon kesediaan saudara/i untuk mengisi daftar kuesioner. Informasi yang anda berikan hanya semata-mata untuk melengkapi data penelitian dalam rangka penyusunan proposal skripsi saya. Untuk itu, isilah kuesioner ini dengan jawaban yang sebenar-benarnya. Atas kesediaan saudara/i saya ucapkan terimakasih.

Medan, Oktober 2021 Penulis

**Sri Rahda Wahyuni Harahab**

NPM 173114108

Keterangan : berilah tanda checklis (*pada kurung kurawa) yang sesuai* dengan identitas anda !

**II. Identifikasi Responden :**

Nama Responden :

Umur Responden :

Jenis Kelamin : ( ) Laki-laki ( ) Wanita

**III. Petunjuk Pengisian**

1. Pilihlah jawaban paling tepat menurut anda.
2. Bacalah setiap pertanyaan dengan seksama.
3. Isilah semua nomor dengan memilih satu diantara 5 alternatif pertanyaan dengan memberi checklist ( )pada kolom yang sudah disediakan.
4. Alternatif jawaban adalah sebagai berikut :

Keterangan : Nilai

SS = Sangat Setuju 5

S = Setuju 4

KS = Ragu-Ragu 3

TS = Tidak Setuju 2

STS = Sangat Tidak Setuju 1

1. **KOMPENSASI (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PILIH JAWABAN** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Gaji** | | | | | | |
| 1 | Saya merasa puas dengan gaji yang Diterima |  |  |  |  |  |
| 2 | Gaji yang diberikan sesuai dengan harapan saya |  |  |  |  |  |
| 3 | Perbedaan gaji antar bagian dalam perusahaan sudah sesuai dengan harapan |  |  |  |  |  |
| 4 | Gaji yang diberikan sesuai dengan pengalaman dan lamanya kerja pegawai |  |  |  |  |  |
| **Bonus** | | | | | | |
| 5 | Bonus yang saya terima sesuai dengan harapan saya |  |  |  |  |  |
| 6 | Perbedaan pemberian bonus antar pegawai dalam perusahaan sudah sesuai dengan harapan |  |  |  |  |  |
| 7 | Bonus yang diberikan perusahaan sesuai dengan prestasi kerja yang dicapai |  |  |  |  |  |
| **Tunjangan** | | | | | | |
| 8 | Saya merasa puas dengan pemberian tunjangan tambahan pegawai (TTP) |  |  |  |  |  |
| 9 | Tunjangan yang diterima sesuai harapan |  |  |  |  |  |
| 10 | Pemberian tunjangan untuk kesejahteraan para pegawai sudah cukup memadai |  |  |  |  |  |

# 2. KEPUASAN KERJA (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PILIH JAWABAN** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| ***Turnover*** | | | | | | |
| 1 | Berpindah dari perusahaan satu ke perusahaan lain tampaknya kurang bagus bagi saya |  |  |  |  |  |
| 2 | Saya merasa tidak nyaman jika harus dipindahkan tugas ke perusahaan lain |  |  |  |  |  |
| **Tingkat Kehadiran (absen) Kerja** | | | | | | |
| 3 | Saya merasa senang tingkat kehadiran(absen) kerja saya tidak sia-sia selama saya bekerja |  |  |  |  |  |
| 4 | Tingkat kehadiran (absen) kerja saya selalu tepat waktu |  |  |  |  |  |
| **Umur** | | | | | | |
| 5 | Jika umur saya sudah mencapai target pensiun saya merasa sedih untuk meninggalkan perusahaan ini |  |  |  |  |  |
| 6 | Jika umur saya belum mencapai target pensiun saya akan bekerja dengan baik untuk perusahaan |  |  |  |  |  |
| **Tingkat Pekerjaan** | | | | | | |
| 7 | Setiap pegawai mengetahui apa tujuan dan pentingnya pekerjaan bagi kemajuan perusahaan |  |  |  |  |  |
| 8 | Saya merasa senang tingkat pekerjaan saya semakin meningkat |  |  |  |  |  |
| **Ukuran Organisasi Perusahaan** | | | | | | |
| 9 | Saya merasa senang bekerja diperusahaan yang memiliki loyalitas yang besar |  |  |  |  |  |
| 10 | Ukuran organisasi pegawai sesuai dengan tingkat kerja para pegawai |  |  |  |  |  |

**3. Kinerja (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **PERNYATAAN** | **PILIH JAWABAN** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **Kuantitas** | | | | | | |
| 1 | Saya berusaha menyelesaikan pekerjaan sebanyak-banyaknya daripada terjadi penumpukan kerja |  |  |  |  |  |
| 2 | Kuantitas pekerjaan yang saya lakukan sesuai dengan harapan/keinginan atasan |  |  |  |  |  |
| **Kualitas** | | | | | | |
| 3 | Kualitas hasil kerja yang saya lakukan sesuai dengan cara kerja yang ditetapkan |  |  |  |  |  |
| 4 | Saya mengerjakan tugas sesuai dengan arahan atasan |  |  |  |  |  |
| **Ketepatan Waktu** | | | | | | |
| 5 | Saya yang bersangkutan dapat menyelesaikan masalah pekerjaan dengan tepat waktu |  |  |  |  |  |
| 6 | Saya mampu menyelesaikan pekerjaan tambahan dengan baik dan tepat waktu |  |  |  |  |  |
| **Kehadiran Pegawai** | | | | | | |
| 7 | Saya merasa senang jika pertemuan (rapat) para pegawai selalu hadir |  |  |  |  |  |
| 8 | Kehadiran para pegawai sangat berpengaruh dengan kedisiplinan bekerja diperusahaan |  |  |  |  |  |
| **Kemampuan Bekerja Sama** | | | | | | |
| 9 | Saya dan rekan kerja mampu bekerja sama dengan baik untuk menyelesaikan pekerjaan |  |  |  |  |  |
| 10 | Kemampuan bekerja sama saya dengan pegawai lain terjalin dengan baik |  |  |  |  |  |

**Lampiran 2**

**Tabulasi Data Variabel Pemberian Kompensasi (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Butir Pertanyaan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 3 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 45 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 10 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 16 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 17 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 21 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 25 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 30 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 32 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 40 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 41 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 42 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 43 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 45 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 46 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 47 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 48 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 49 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 50 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 46 |
| 51 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 48 |
| 53 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 56 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 48 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 59 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 48 |
| 60 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |

**Tabulasi Data Variabel Kepuasan (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Butir Pertanyaan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 6 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 7 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 14 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 46 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 22 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 23 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 29 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 30 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 36 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 37 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 38 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 39 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 41 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 44 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 50 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 47 |
| 51 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 52 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 54 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 55 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 58 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

**Tabulasi Data Variabel Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NO** | **Butir Pertanyaan** | | | | | | | | | | **Total** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 46 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 7 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 13 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 18 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 21 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 22 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 23 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 24 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 26 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 34 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 36 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 37 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 45 |
| 38 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 46 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 45 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 46 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 47 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 48 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 50 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 51 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 52 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 53 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 46 |
| 54 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 47 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 56 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 46 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 59 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Lampiran 3**  **Hasil Output SPSS**   1. **Uji Validitas**   **Hasil Uji Validitas Kompensasi**  **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | Faktor Individu/Pribadi |
| X1.1 | Pearson Correlation | 1 | .472\*\* | .313 | .380\* | .915\*\* | .472\*\* | .354 | .380\* | .843\*\* | .472\*\* | .730\*\* |
| Sig. (2-tailed) |  | .008 | .092 | .038 | .000 | .008 | .055 | .038 | .000 | .008 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .472\*\* | 1 | .457\* | .385\* | .385\* | 1.000\*\* | .522\*\* | .385\* | .308 | .864\*\* | .710\*\* |
| Sig. (2-tailed) | .008 |  | .011 | .035 | .035 | .000 | .003 | .035 | .097 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .313 | .457\* | 1 | .537\*\* | .385\* | .457\* | .934\*\* | .537\*\* | .455\* | .457\* | .710\*\* |
| Sig. (2-tailed) | .092 | .011 |  | .002 | .035 | .011 | .000 | .002 | .012 | .011 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .380\* | .385\* | .537\*\* | 1 | .489\*\* | .385\* | .431\* | 1.000\*\* | .592\*\* | .385\* | .740\*\* |
| Sig. (2-tailed) | .038 | .035 | .002 |  | .006 | .035 | .017 | .000 | .001 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | .915\*\* | .385\* | .385\* | .489\*\* | 1 | .385\* | .431\* | .489\*\* | .921\*\* | .385\* | .791\*\* |
| Sig. (2-tailed) | .000 | .035 | .035 | .006 |  | .035 | .017 | .006 | .000 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .472\*\* | 1.000\*\* | .457\* | .385\* | .385\* | 1 | .522\*\* | .385\* | .308 | .864\*\* | .710\*\* |
| Sig. (2-tailed) | .008 | .000 | .011 | .035 | .035 |  | .003 | .035 | .097 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .354 | .522\*\* | .934\*\* | .431\* | .431\* | .522\*\* | 1 | .431\* | .356 | .384\* | .703\*\* |
| Sig. (2-tailed) | .055 | .003 | .000 | .017 | .017 | .003 |  | .017 | .053 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | .380\* | .385\* | .537\*\* | 1.000\*\* | .489\*\* | .385\* | .431\* | 1 | .592\*\* | .385\* | .740\*\* |
| Sig. (2-tailed) | .038 | .035 | .002 | .000 | .006 | .035 | .017 |  | .001 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .843\*\* | .308 | .455\* | .592\*\* | .921\*\* | .308 | .356 | .592\*\* | 1 | .455\* | .779\*\* |
| Sig. (2-tailed) | .000 | .097 | .012 | .001 | .000 | .097 | .053 | .001 |  | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | .472\*\* | .864\*\* | .457\* | .385\* | .385\* | .864\*\* | .384\* | .385\* | .455\* | 1 | .664\*\* |
| Sig. (2-tailed) | .008 | .000 | .011 | .035 | .035 | .000 | .036 | .035 | .012 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kompensasi | Pearson Correlation | .730\*\* | .710\*\* | .710\*\* | .740\*\* | .791\*\* | .710\*\* | .703\*\* | .740\*\* | .779\*\* | .664\*\* | 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). | | | | | | | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hasil Uji Validitas Kepuasan**  **Correlations** | | | | | | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | Kepuasan |
| X2.1 | Pearson Correlation | 1 | .354 | .472\*\* | .380\* | .915\*\* | .631\*\* | .515\*\* | .380\* | .843\*\* | .631\*\* | .743\*\* |
| Sig. (2-tailed) |  | .055 | .008 | .038 | .000 | .000 | .004 | .038 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .354 | 1 | .384\* | .431\* | .277 | .659\*\* | .444\* | .431\* | .208 | .522\*\* | .554\*\* |
| Sig. (2-tailed) | .055 |  | .036 | .017 | .138 | .000 | .014 | .017 | .270 | .003 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .472\*\* | .384\* | 1 | .385\* | .537\*\* | .729\*\* | .934\*\* | .385\* | .602\*\* | .729\*\* | .743\*\* |
| Sig. (2-tailed) | .008 | .036 |  | .035 | .002 | .000 | .000 | .035 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .380\* | .431\* | .385\* | 1 | .489\*\* | .385\* | .277 | 1.000\*\* | .592\*\* | .385\* | .673\*\* |
| Sig. (2-tailed) | .038 | .017 | .035 |  | .006 | .035 | .138 | .000 | .001 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | .915\*\* | .277 | .537\*\* | .489\*\* | 1 | .537\*\* | .585\*\* | .489\*\* | .921\*\* | .537\*\* | .789\*\* |
| Sig. (2-tailed) | .000 | .138 | .002 | .006 |  | .002 | .001 | .006 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | .631\*\* | .659\*\* | .729\*\* | .385\* | .537\*\* | 1 | .796\*\* | .385\* | .455\* | .864\*\* | .805\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .035 | .002 |  | .000 | .035 | .012 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | .515\*\* | .444\* | .934\*\* | .277 | .585\*\* | .796\*\* | 1 | .277 | .505\*\* | .659\*\* | .743\*\* |
| Sig. (2-tailed) | .004 | .014 | .000 | .138 | .001 | .000 |  | .138 | .004 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | .380\* | .431\* | .385\* | 1.000\*\* | .489\*\* | .385\* | .277 | 1 | .592\*\* | .385\* | .673\*\* |
| Sig. (2-tailed) | .038 | .017 | .035 | .000 | .006 | .035 | .138 |  | .001 | .035 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | .843\*\* | .208 | .602\*\* | .592\*\* | .921\*\* | .455\* | .505\*\* | .592\*\* | 1 | .602\*\* | .770\*\* |
| Sig. (2-tailed) | .000 | .270 | .000 | .001 | .000 | .012 | .004 | .001 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | .631\*\* | .522\*\* | .729\*\* | .385\* | .537\*\* | .864\*\* | .659\*\* | .385\* | .602\*\* | 1 | .784\*\* |
| Sig. (2-tailed) | .000 | .003 | .000 | .035 | .002 | .000 | .000 | .035 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kepuasan | Pearson Correlation | .743\*\* | .554\*\* | .743\*\* | .673\*\* | .789\*\* | .805\*\* | .743\*\* | .673\*\* | .770\*\* | .784\*\* | 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). | | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Hasil Uji Validitas Kinerja**  **Correlations** | | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Kinerja |
| Y.1 | Pearson Correlation | 1 | .264 | .484\*\* | .167 | .539\*\* | .264 | .354 | .167 | .583\*\* | .218 | .378 |
| Sig. (2-tailed) |  | .159 | .007 | .379 | .002 | .159 | .055 | .379 | .001 | .247 | .052 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .264 | 1 | .480\*\* | .452\* | .429\* | 1.000\*\* | .693\*\* | .452\* | .264 | .921\*\* | .653\*\* |
| Sig. (2-tailed) | .159 |  | .007 | .012 | .018 | .000 | .000 | .012 | .159 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .484\*\* | .480\*\* | 1 | .311 | .515\*\* | .480\*\* | .783\*\* | .311 | .484\*\* | .558\*\* | .523\*\* |
| Sig. (2-tailed) | .007 | .007 |  | .094 | .004 | .007 | .000 | .094 | .007 | .001 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .167 | .452\* | .311 | 1 | .539\*\* | .452\* | .354 | 1.000\*\* | .583\*\* | .582\*\* | .657\*\* |
| Sig. (2-tailed) | .379 | .012 | .094 |  | .002 | .012 | .055 | .000 | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .539\*\* | .429\* | .515\*\* | .539\*\* | 1 | .429\* | .555\*\* | .539\*\* | .784\*\* | .385\* | .600\*\* |
| Sig. (2-tailed) | .002 | .018 | .004 | .002 |  | .018 | .001 | .002 | .000 | .036 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .264 | 1.000\*\* | .480\*\* | .452\* | .429\* | 1 | .693\*\* | .452\* | .264 | .921\*\* | .653\*\* |
| Sig. (2-tailed) | .159 | .000 | .007 | .012 | .018 |  | .000 | .012 | .159 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | .354 | .693\*\* | .783\*\* | .354 | .555\*\* | .693\*\* | 1 | .354 | .354 | .617\*\* | .622\*\* |
| Sig. (2-tailed) | .055 | .000 | .000 | .055 | .001 | .000 |  | .055 | .055 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | .167 | .452\* | .311 | 1.000\*\* | .539\*\* | .452\* | .354 | 1 | .583\*\* | .582\*\* | .657\*\* |
| Sig. (2-tailed) | .379 | .012 | .094 | .000 | .002 | .012 | .055 |  | .001 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .583\*\* | .264 | .484\*\* | .583\*\* | .784\*\* | .264 | .354 | .583\*\* | 1 | .400\* | .521\*\* |
| Sig. (2-tailed) | .001 | .159 | .007 | .001 | .000 | .159 | .055 | .001 |  | .028 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .218 | .921\*\* | .558\*\* | .582\*\* | .385\* | .921\*\* | .617\*\* | .582\*\* | .400\* | 1 | .659\*\* |
| Sig. (2-tailed) | .247 | .000 | .001 | .001 | .036 | .000 | .000 | .001 | .028 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Kinerja | Pearson Correlation | .358 | .653\*\* | .523\*\* | .657\*\* | .600\*\* | .653\*\* | .622\*\* | .657\*\* | .521\*\* | .659\*\* | 1 |
| Sig. (2-tailed) | .052 | .000 | .003 | .000 | .000 | .000 | .000 | .000 | .003 | .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). | | | | | | | | | | | | |

1. **Hasil Uji Reliabilitas**

Kompensasi (X1)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .611 | 10 |

Kepuasan (X2)

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .637 | 10 |

Kinerja

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .679 | 10 |

1. **Uji Multikolinearitas**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | | | Collinearity Statistics | | |
| B | Std. Error | Beta | Tolerance | VIF | |
| 1 | (Constant) | 42.302 | 9.556 |  | 4.427 | | .000 |  | |  | |
| Kompensasi | .168 | .135 | .161 | 1.243 | | .219 | .998 | | 1.002 | |
| Kepuasan | .049 | .149 | .043 | .328 | | .744 | .998 | | 1.002 | |
| a. Dependent Variable: Kinerja | | | | | | | | | | |

1. **Uji Regresi Linear Berganda**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 42.302 | 9.556 |  | 4.427 | .000 |
| Kompensasi | .168 | .135 | .161 | 1.243 | .219 |
| Kepuasan | .049 | .149 | .043 | .328 | .744 |
| a. Dependent Variable: Kinerja | | | | | | |

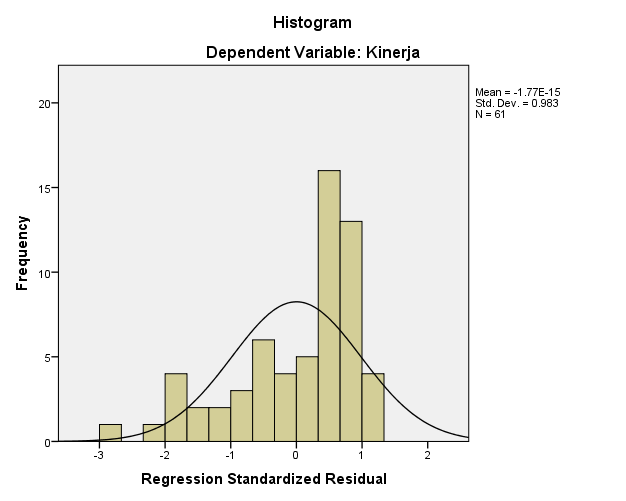
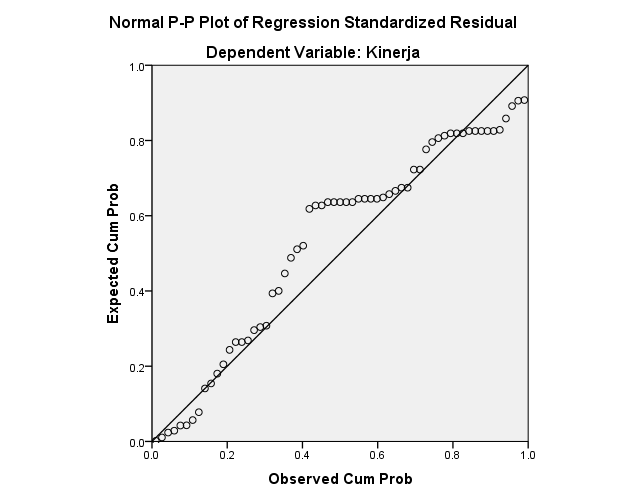
1. **Uji t**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 42.302 | 9.556 |  | 4.427 | .000 |
| Kompensasi | .168 | .135 | .161 | 1.243 | .219 |
| Kepuasan | .049 | .149 | .043 | .328 | .744 |
| a. Dependent Variable: Kinerja | | | | | | |

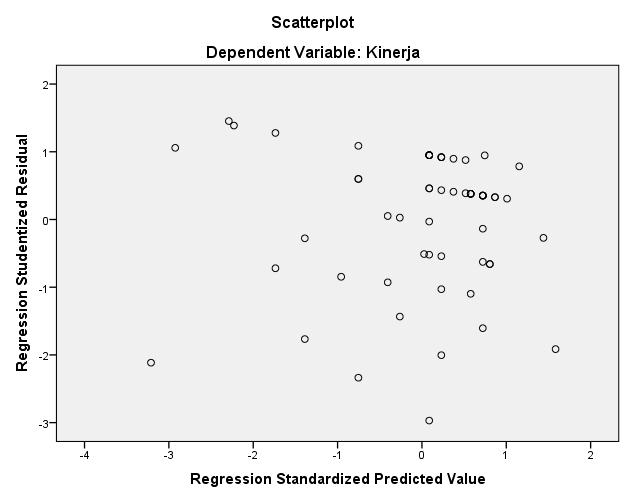
1. **Uji Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .165a | .527 | .006 | 2.07186 |
| a. Predictors: (Constant), Kepuasan, Kompensasi | | | | |
| b. Dependent Variable: Kinerja | | | | |

1. **Uji Normalitas**

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1. **Uji Heteroskedastisitas**



**Lampiran 4**

**DOKUMENTASI PENELITIAN**

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