

LAMPIRAN

Kuesioner Prasurvey

Saya mahasiswa Universitas Katolik Soegijapranata Semarang akan melakukan penelitian mengenai kepuasan karyawan bagian produksi yang bekerja di perusahaan dan faktor yang mempengaruhinya. Saya memohon agar Bapak dan Ibu dapat memberikan jawaban sesuai dengan yang Bapak dan Ibu rasakan. Hasil jawaban akan dirahasiakan dan hanya digunakan untuk keperluan penelitian saja.

1. Apakah Anda puas bekerja di CV Kencana?
 - Puas
 - Kurang puas
2. Apa yang dapat membuat Anda tidak puas bekerja di CV Kencana? (Boleh memilih 2 dari jawaban di bawah dan yang di luar pilihan yang ada)
 - Kompensasi
 - Lingkungan kerja fisik (cahaya, kebisingan)
 - Lingkungan kerja non fisik (hubungan dengan orang lain di perusahaan)
 - Promosi
 - Pengawasan
 - Pengembangan karir
 - Faktor dari dalam diri karyawan
 - Kepemimpinan
 -
 -

Hasil Jawaban Prasurvey Responden

Jawaban Responden

| No | Kepuasan | Alasan Tidak Puas | |
|----|-------------|----------------------------|----------------------------|
| 1 | Kurang puas | Kompensasi | Lingkungan kerja fisik |
| 2 | Puas | Kompensasi | Lingkungan kerja non fisik |
| 3 | Puas | Kompensasi | Lingkungan kerja non fisik |
| 4 | Puas | Kompensasi | Lingkungan kerja fisik |
| 5 | Puas | Kompensasi | Lingkungan kerja fisik |
| 6 | Puas | Kompensasi | Lingkungan kerja non fisik |
| 7 | Puas | Kompensasi | Lingkungan kerja fisik |
| 8 | Puas | Kompensasi | Lingkungan kerja fisik |
| 9 | Puas | Lingkungan kerja fisik | Lingkungan kerja non fisik |
| 10 | Puas | Pengembangan karir | Kepemimpinan |
| 11 | Kurang puas | Lingkungan kerja fisik | Lingkungan kerja non fisik |
| 12 | Kurang puas | Pengembangan karir | Lingkungan kerja fisik |
| 13 | Kurang puas | Kompensasi | Lingkungan kerja non fisik |
| 14 | Kurang puas | Promosi | Lingkungan kerja non fisik |
| 15 | Kurang puas | Lingkungan kerja non fisik | Lingkungan kerja fisik |

Hasil Prasurvey Kepuasan

| No | Jawaban | Jumlah | Total Responden | Persentase (%) |
|----|-------------|--------|-----------------|----------------|
| 1 | Puas | 9 | 15 | 60 |
| 2 | Kurang puas | 6 | 15 | 40 |

Hasil Prasurvey Faktor Yang Membuat Tidak Puas

| Jawaban Responden | Jumlah | Persentase (%) |
|-------------------------|--------|----------------|
| Kompensasi | 8 | 38,1 |
| Pengembangan karier | 2 | 9,5 |
| Lingkungan kerja | 9 | 42,9 |
| Kepemimpinan | 1 | 4,8 |
| Promosi | 1 | 4,8 |
| Total jawaban responden | 21 | 100 |



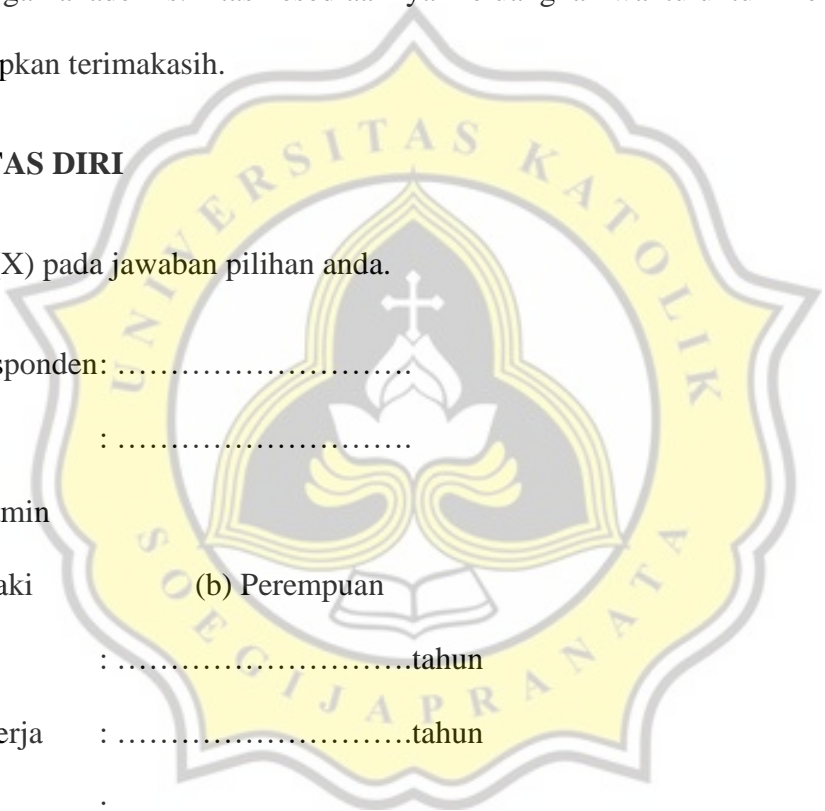
KUESIONER

Responden Yth,

Saya **Jordan Sanjaya** selaku mahasiswa dari Universitas Katolik Soegijapranata Semarang dengan nomor 16.D1.0045, akan mengadakan penelitian mengenai kepuasan kerja karyawan CV Kencana. Untuk itu kami mohon kesediaan Saudara/Saudari untuk mengisi kuesioner ini. Segala informasi Saudara/Saudari berikan, akan kami jaga kerahasiaannya dan hanya dipakai untuk kepentingan akademis. Atas kesediaannya meluangkan waktu untuk mengisi kuesioner kami mengucapkan terimakasih.

1. IDENTITAS DIRI

Berilah tanda (X) pada jawaban pilihan anda.

- 
- a. Nomor responden:
- b. Nama :
- c. Jenis Kelamin
(a) Laki-laki (b) Perempuan
- d. Usia :tahun
- e. Lama bekerja :tahun
- f. Jabatan :
- g. Tingkat Pendidikan
(a) <SMU/SMK (c) Diploma
(b) SMU/SMK (b) S1/S2

2. PERTANYAAN PENELITIAN

Berilah jawaban pada pertanyaan – pertanyaan berikut dengan cara memberi tanda (X) pada salah satu kolom tersedia sesuai dengan pendapat anda dan berdasarkan pada apa yang anda rasakan.

Variabel Lingkungan Kerja Fisik (X₁)

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Saya merasa sirkulasi udara di ruangan tempat saya bekerja berfungsi dengan baik dan lancar | | | | | |
| 2 | Saya merasa pencahayaan ruangan di CV Kencana memadai | | | | | |
| 3 | Saya tidak terganggu dengan kebisingan yang berasal dari luar tempat kerja | | | | | |
| 4 | Saya merasa warna ruangan di CV Kencana cerah dan tidak mencolok mata | | | | | |
| 5 | Saya merasa ruangan tempat kerja saya tidak lembab | | | | | |

Variabel Lingkungan Kerja Non Fisik (X₂)

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Saya merasa cocok dengan atasan saya | | | | | |
| 2 | Saya merasa mampu sepenuhnya mempercayai pimpinan | | | | | |
| 3 | Saya selalu mendapatkan penjelasan mengenai tugas yang akan dilakukannya | | | | | |

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 4 | Saya merasa bahwa sistem penghargaan yang diberikan oleh pimpinannya sudah berjalan dengan baik | | | | | |
| 5 | Saya merasa diterima oleh rekan sekerja saya | | | | | |
| 6 | Saya merasa mampu untuk berkomunikasi dengan rekan kerjanya | | | | | |
| 7 | Saya merasa mampu bekerjasama dalam tim | | | | | |
| 8 | Saya merasa saling peduli dengan kondisi yang dialami oleh rekan kerjanya | | | | | |

Variabel Kompensasi (X₃)

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 1 | Saya diberikan bonus ketika mencapai target perusahaan | | | | | |
| 2 | Gaji saya akan dinaikkan setelah mampu mencapai target dalam beberapa periode secara terus menerus | | | | | |
| 3 | Gaji yang diberikan sesuai dengan standar UMR yang berlaku | | | | | |
| 4 | Gaji yang diberikan perusahaan sesuai dengan pendidikan dari karyawan | | | | | |
| 5 | Gaji karyawan selalu diberikan tepat waktu | | | | | |
| 6 | Bonus dari perusahaan diberikan sesuai porsinya | | | | | |

| No | Pernyataan | STS | TS | N | S | SS |
|----|--|-----|----|---|---|----|
| 7 | Pencapaian kinerja menjadi tolok ukur pemberian insentif | | | | | |

Variabel Kepuasan kerja (Y)

| No | Pernyataan | STS | TS | N | S | SS |
|----|---|-----|----|---|---|----|
| 1 | Saya merasa senang dalam melakukan pekerjaan yang menjadi tanggung jawab saya | | | | | |
| 2 | Saya merasakan kedekatan dengan rekan sekerja saya | | | | | |
| 3 | Saya merasa mudah berkomunikasi dengan atasan saya | | | | | |
| 4 | Saya merasa bahwa CV Kencana memberikan kesempatan bagi saya untuk berkembang | | | | | |

-TERIMA KASIH-

| No | Kelamin | Usia | | Lama | | Pendidikan | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 |
|----|---------|------|---|------|---|------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
| 1 | 1 | 38 | 2 | 8 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 |
| 2 | 1 | 28 | 1 | 2 | 1 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 3 | 0 | 34 | 2 | 5 | 2 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 |
| 4 | 0 | 49 | 4 | 14 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 1 | 3 | 2 | 1 |
| 5 | 1 | 52 | 4 | 15 | 4 | 2 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 |
| 6 | 0 | 26 | 1 | 5 | 2 | 2 | 4 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 |
| 7 | 0 | 39 | 3 | 5 | 2 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 |
| 8 | 1 | 29 | 1 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 3 |
| 9 | 0 | 38 | 2 | 11 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 3 | 2 | 2 |
| 10 | 1 | 27 | 1 | 3 | 1 | 1 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 2 |
| 11 | 0 | 40 | 3 | 1 | 1 | 2 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 |
| 12 | 0 | 37 | 2 | 7 | 2 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 |
| 13 | 1 | 28 | 1 | 3 | 1 | 2 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 14 | 0 | 38 | 2 | 13 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 3 |
| 15 | 0 | 31 | 1 | 2 | 1 | 2 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 |
| 16 | 0 | 31 | 1 | 1 | 1 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 5 | 3 |
| 17 | 1 | 34 | 2 | 6 | 2 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 |
| 18 | 1 | 24 | 1 | 4 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 3 | 2 | 1 |
| 19 | 0 | 51 | 4 | 15 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 |
| 20 | 1 | 25 | 1 | 2 | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 |
| 21 | 0 | 32 | 2 | 5 | 2 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 22 | 0 | 36 | 2 | 11 | 3 | 2 | 5 | 3 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 |
| 23 | 1 | 26 | 1 | 4 | 1 | 2 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| 24 | 0 | 25 | 1 | 7 | 2 | 2 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 |
| 25 | 1 | 51 | 4 | 14 | 4 | 2 | 5 | 5 | 4 | 4 | 5 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 3 |
| 26 | 1 | 45 | 3 | 3 | 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 27 | 1 | 25 | 1 | 1 | 1 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 3 | 2 | 4 | 4 |
| 28 | 0 | 27 | 1 | 7 | 2 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |

| | | | | | | | | | | | | | | | | | | | |
|----|---|----|---|----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 29 | 1 | 26 | 1 | 3 | 1 | 2 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 4 |
| 30 | 1 | 49 | 4 | 9 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 31 | 1 | 40 | 3 | 15 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 32 | 1 | 27 | 1 | 2 | 1 | 2 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |

| x3.1 | x3.2 | x3.3 | x3.4 | x3.5 | x3.6 | x3.7 | y1 | y2 | y3 | y4 | X1 | X2 | X3 | Y |
|------|------|------|------|------|------|------|----|----|----|----|----|----|----|----|
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 25 | 37 | 35 | 16 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 23 | 32 | 28 | 16 |
| 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 21 | 29 | 29 | 16 |
| 3 | 3 | 3 | 2 | 1 | 1 | 2 | 1 | 2 | 1 | 1 | 11 | 16 | 15 | 5 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 22 | 32 | 32 | 15 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 21 | 32 | 24 | 17 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 25 | 35 | 34 | 20 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 5 | 4 | 4 | 19 | 28 | 26 | 15 |
| 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 10 | 16 | 15 | 7 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 21 | 28 | 25 | 15 |
| 3 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 20 | 35 | 27 | 15 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 21 | 35 | 24 | 17 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 20 | 33 | 25 | 15 |
| 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 18 | 32 | 30 | 17 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 16 | 33 | 30 | 16 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 21 | 32 | 25 | 15 |
| 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 24 | 35 | 29 | 17 |
| 3 | 3 | 3 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 11 | 15 | 15 | 6 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 22 | 32 | 32 | 17 |
| 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 20 | 31 | 29 | 17 |

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|----|----|----|----|
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 23 | 33 | 28 | 18 |
| 5 | 4 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 4 | 5 | 22 | 35 | 31 | 19 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 23 | 32 | 28 | 18 |
| 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 22 | 34 | 32 | 17 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 23 | 27 | 27 | 17 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 20 | 26 | 27 | 15 |
| 4 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 23 | 29 | 25 | 17 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 22 | 32 | 28 | 16 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 22 | 32 | 35 | 20 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 20 | 32 | 28 | 16 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 23 | 32 | 28 | 16 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 19 | 32 | 28 | 18 |



Profil Responden

Frequency Table

| | | Jenis kelamin | | | Cumulative Percent |
|-------|-----------|---------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | Perempuan | 15 | 46,9 | 46,9 | 46,9 |
| | Laki-laki | 17 | 53,1 | 53,1 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

| | | Usia | | | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 24-31 tahun | 15 | 46,9 | 46,9 | 46,9 |
| | >31-38 tahun | 8 | 25,0 | 25,0 | 71,9 |
| | >38-45 tahun | 4 | 12,5 | 12,5 | 84,4 |
| | >45-52 tahun | 5 | 15,6 | 15,6 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

| | | Lama bekerja | | | Cumulative Percent |
|-------|---------------|--------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 1-4,5 tahun | 14 | 43,8 | 43,8 | 43,8 |
| | 4,5-8 tahun | 9 | 28,1 | 28,1 | 71,9 |
| | 8-11,5 tahun | 3 | 9,4 | 9,4 | 81,3 |
| | 11,5-15 tahun | 6 | 18,8 | 18,8 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

| | | Pendidikan | | | Cumulative Percent |
|-------|----------|------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | <SMU/SMK | 2 | 6,3 | 6,3 | 6,3 |
| | SMU/SMK | 26 | 81,3 | 81,3 | 87,5 |
| | Diploma | 2 | 6,3 | 6,3 | 93,8 |
| | S1/S2 | 2 | 6,3 | 6,3 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

Crosstabs Profil Responden

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|---------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Usia * Lama bekerja | 32 | 100.0% | 0 | .0% | 32 | 100.0% |

Usia * Lama bekerja Crosstabulation

| | | | Lama bekerja | | | | Total |
|------------------|------------|-------|--------------|-------------|--------------|---------------|-------|
| | | | 1-4,5 tahun | 4,5-8 tahun | 8-11,5 tahun | 11,5-15 tahun | |
| Usia 24-31 tahun | Count | 12 | 3 | 0 | 0 | 15 | |
| | % of Total | 37.5% | 9.4% | .0% | .0% | 46.9% | |
| >31-38 tahun | Count | 0 | 5 | 2 | 1 | 8 | |
| | % of Total | .0% | 15.6% | 6.3% | 3.1% | 25.0% | |
| >38-45 tahun | Count | 2 | 1 | 0 | 1 | 4 | |
| | % of Total | 6.3% | 3.1% | .0% | 3.1% | 12.5% | |
| >45-52 tahun | Count | 0 | 0 | 1 | 4 | 5 | |
| | % of Total | .0% | .0% | 3.1% | 12.5% | 15.6% | |
| Total | Count | 14 | 9 | 3 | 6 | 32 | |
| | % of Total | 43.8% | 28.1% | 9.4% | 18.8% | 100.0% | |

Jabatan * Pendidikan Crosstabulation

| | | | Pendidikan | | | | Total |
|----------------|------------|------|------------|---------|---------|--------|-------|
| | | | <SMU/SMK | SMU/SMK | Diploma | S1/S2 | |
| Jabatan Mandor | Count | 0 | 1 | 1 | 2 | 4 | |
| | % of Total | .0% | 3.1% | 3.1% | 6.3% | 12.5% | |
| Packing | Count | 0 | 11 | 0 | 0 | 11 | |
| | % of Total | .0% | 34.4% | .0% | .0% | 34.4% | |
| Tukang cetak | Count | 1 | 4 | 0 | 0 | 5 | |
| | % of Total | 3.1% | 12.5% | .0% | .0% | 15.6% | |
| Tukang lem | Count | 1 | 6 | 1 | 0 | 8 | |
| | % of Total | 3.1% | 18.8% | 3.1% | .0% | 25.0% | |
| Tukang potong | Count | 0 | 4 | 0 | 0 | 4 | |
| | % of Total | .0% | 12.5% | .0% | .0% | 12.5% | |
| Total | Count | 2 | 26 | 2 | 2 | 32 | |
| | % of Total | 6.3% | 81.3% | 6.3% | 6.3% | 100.0% | |

Jabatan * Jenis kelamin Crosstabulation

| | | | Jenis kelamin | | Total |
|---------|---------------|------------|---------------|-----------|--------|
| | | | .00 | Laki-laki | |
| Jabatan | Mandor | Count | 2 | 2 | 4 |
| | | % of Total | 6.3% | 6.3% | 12.5% |
| | Packing | Count | 5 | 6 | 11 |
| | | % of Total | 15.6% | 18.8% | 34.4% |
| | Tukang cetak | Count | 2 | 3 | 5 |
| | | % of Total | 6.3% | 9.4% | 15.6% |
| | Tukang lem | Count | 3 | 5 | 8 |
| | | % of Total | 9.4% | 15.6% | 25.0% |
| | Tukang potong | Count | 3 | 1 | 4 |
| | | % of Total | 9.4% | 3.1% | 12.5% |
| Total | | Count | 15 | 17 | 32 |
| | | % of Total | 46.9% | 53.1% | 100.0% |

**Analisis Deskriptif
Frequency Table**

x1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 | 9,4 |
| | 3,00 | 4 | 12,5 | 12,5 | 21,9 |
| | 4,00 | 12 | 37,5 | 37,5 | 59,4 |
| | 5,00 | 13 | 40,6 | 40,6 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 | 9,4 |
| | 3,00 | 2 | 6,3 | 6,3 | 15,6 |
| | 4,00 | 13 | 40,6 | 40,6 | 56,3 |
| | 5,00 | 14 | 43,8 | 43,8 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 4 | 12,5 | 12,5 | 12,5 |
| | 3,00 | 2 | 6,3 | 6,3 | 18,8 |
| | 4,00 | 12 | 37,5 | 37,5 | 56,3 |
| | 5,00 | 14 | 43,8 | 43,8 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 2 | 6,3 | 6,3 | 6,3 |
| | 3,00 | 5 | 15,6 | 15,6 | 21,9 |
| | 4,00 | 18 | 56,3 | 56,3 | 78,1 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 5,00 | 7 | 21,9 | 21,9 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 | 9,4 |
| | 3,00 | 4 | 12,5 | 12,5 | 21,9 |
| | 4,00 | 13 | 40,6 | 40,6 | 62,5 |
| | 5,00 | 12 | 37,5 | 37,5 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 1 | 3,1 | 3,1 | 3,1 |
| | 2,00 | 3 | 9,4 | 9,4 | 12,5 |
| | 3,00 | 3 | 9,4 | 9,4 | 21,9 |
| | 4,00 | 16 | 50,0 | 50,0 | 71,9 |
| | 5,00 | 9 | 28,1 | 28,1 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 1 | 3,1 | 3,1 | 3,1 |
| | 2,00 | 1 | 3,1 | 3,1 | 6,3 |
| | 3,00 | 8 | 25,0 | 25,0 | 31,3 |
| | 4,00 | 20 | 62,5 | 62,5 | 93,8 |
| | 5,00 | 2 | 6,3 | 6,3 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 | 9,4 |
| | 3,00 | 3 | 9,4 | 9,4 | 18,8 |
| | 4,00 | 22 | 68,8 | 68,8 | 87,5 |
| | 5,00 | 4 | 12,5 | 12,5 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 5 | 15,6 | 15,6 | 15,6 |
| | 3,00 | 1 | 3,1 | 3,1 | 18,8 |
| | 4,00 | 18 | 56,3 | 56,3 | 75,0 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 5,00 | 8 | 25,0 | 25,0 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 2 | 6,3 | 6,3 | 6,3 |
| | 3,00 | 5 | 15,6 | 15,6 | 21,9 |
| | 4,00 | 22 | 68,8 | 68,8 | 90,6 |
| | 5,00 | 3 | 9,4 | 9,4 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 1 | 3,1 | 3,1 | 3,1 |
| | 3,00 | 9 | 28,1 | 28,1 | 31,3 |
| | 4,00 | 18 | 56,3 | 56,3 | 87,5 |
| | 5,00 | 4 | 12,5 | 12,5 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 | 9,4 |
| | 3,00 | 4 | 12,5 | 12,5 | 21,9 |
| | 4,00 | 15 | 46,9 | 46,9 | 68,8 |
| | 5,00 | 10 | 31,3 | 31,3 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x2.8

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 2 | 6,3 | 6,3 | 6,3 |
| | 2,00 | 2 | 6,3 | 6,3 | 12,5 |
| | 3,00 | 7 | 21,9 | 21,9 | 34,4 |
| | 4,00 | 17 | 53,1 | 53,1 | 87,5 |
| | 5,00 | 4 | 12,5 | 12,5 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 1 | 3,1 | 3,1 | 3,1 |
| | 3,00 | 8 | 25,0 | 25,0 | 28,1 |
| | 4,00 | 14 | 43,8 | 43,8 | 71,9 |
| | 5,00 | 9 | 28,1 | 28,1 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

x3.2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 1 | 3,1 | 3,1 |
| | 3,00 | 5 | 15,6 | 18,8 |
| | 4,00 | 23 | 71,9 | 90,6 |
| | 5,00 | 3 | 9,4 | 100,0 |
| Total | 32 | 100,0 | 100,0 | |

x3.3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 1 | 3,1 | 3,1 |
| | 3,00 | 8 | 25,0 | 28,1 |
| | 4,00 | 14 | 43,8 | 71,9 |
| | 5,00 | 9 | 28,1 | 100,0 |
| Total | 32 | 100,0 | 100,0 | |

x3.4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 |
| | 3,00 | 5 | 15,6 | 25,0 |
| | 4,00 | 21 | 65,6 | 90,6 |
| | 5,00 | 3 | 9,4 | 100,0 |
| Total | 32 | 100,0 | 100,0 | |

x3.5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 2 | 6,3 | 6,3 |
| | 3,00 | 6 | 18,8 | 25,0 |
| | 4,00 | 15 | 46,9 | 71,9 |
| | 5,00 | 9 | 28,1 | 100,0 |
| Total | 32 | 100,0 | 100,0 | |

x3.6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 2 | 6,3 | 6,3 |
| | 2,00 | 1 | 3,1 | 9,4 |
| | 3,00 | 3 | 9,4 | 18,8 |
| | 4,00 | 22 | 68,8 | 87,5 |
| | 5,00 | 4 | 12,5 | 100,0 |
| Total | 32 | 100,0 | 100,0 | |

x3.7

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2,00 | 3 | 9,4 | 9,4 | 9,4 |
| | 3,00 | 3 | 9,4 | 9,4 | 18,8 |
| | 4,00 | 15 | 46,9 | 46,9 | 65,6 |
| | 5,00 | 11 | 34,4 | 34,4 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

y1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 2 | 6,3 | 6,3 | 6,3 |
| | 2,00 | 2 | 6,3 | 6,3 | 12,5 |
| | 3,00 | 1 | 3,1 | 3,1 | 15,6 |
| | 4,00 | 22 | 68,8 | 68,8 | 84,4 |
| | 5,00 | 5 | 15,6 | 15,6 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

y2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 2 | 6,3 | 6,3 | 6,3 |
| | 2,00 | 1 | 3,1 | 3,1 | 9,4 |
| | 3,00 | 2 | 6,3 | 6,3 | 15,6 |
| | 4,00 | 17 | 53,1 | 53,1 | 68,8 |
| | 5,00 | 10 | 31,3 | 31,3 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

y3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 1 | 3,1 | 3,1 | 3,1 |
| | 2,00 | 2 | 6,3 | 6,3 | 9,4 |
| | 3,00 | 1 | 3,1 | 3,1 | 12,5 |
| | 4,00 | 24 | 75,0 | 75,0 | 87,5 |
| | 5,00 | 4 | 12,5 | 12,5 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

y4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 1,00 | 1 | 3,1 | 3,1 | 3,1 |
| | 2,00 | 2 | 6,3 | 6,3 | 9,4 |
| | 3,00 | 3 | 9,4 | 9,4 | 18,8 |
| | 4,00 | 17 | 53,1 | 53,1 | 71,9 |

| | | | | | |
|--|-------|----|-------|-------|-------|
| | 5,00 | 9 | 28,1 | 28,1 | 100,0 |
| | Total | 32 | 100,0 | 100,0 | |

Reliability lingkungan kerja fisik

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 32 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 32 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,856 | 5 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x1.1 | 16,3125 | 8,931 | ,685 | ,822 |
| x1.2 | 16,2188 | 8,951 | ,714 | ,815 |
| x1.3 | 16,2813 | 8,531 | ,722 | ,812 |
| x1.4 | 16,4688 | 10,580 | ,495 | ,866 |
| x1.5 | 16,3438 | 8,749 | ,740 | ,807 |

Reliability lingkungan kerja non fisik

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 32 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 32 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,897 | 8 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x2.1 | 26,5313 | 21,418 | ,730 | ,880 |
| x2.2 | 26,7813 | 23,789 | ,652 | ,887 |
| x2.3 | 26,5938 | 22,636 | ,849 | ,871 |
| x2.4 | 26,5313 | 23,160 | ,575 | ,895 |
| x2.5 | 26,6875 | 21,899 | ,819 | ,871 |
| x2.6 | 26,6563 | 26,426 | ,343 | ,909 |
| x2.7 | 26,4375 | 22,125 | ,749 | ,877 |
| x2.8 | 26,8438 | 21,362 | ,752 | ,877 |

Reliability kompensasi

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 32 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 32 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,928 | 7 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x3.1 | 23,3438 | 19,588 | ,623 | ,930 |
| x3.2 | 23,4375 | 20,060 | ,801 | ,918 |
| x3.3 | 23,3438 | 18,684 | ,765 | ,917 |
| x3.4 | 23,5625 | 18,577 | ,859 | ,909 |
| x3.5 | 23,4063 | 16,959 | ,802 | ,915 |
| x3.6 | 23,5313 | 17,741 | ,779 | ,916 |
| x3.7 | 23,2500 | 17,484 | ,849 | ,909 |

Reliability kepuasan kerja karyawan

Scale: ALL VARIABLES

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 32 | 100,0 |
| | Excluded ^a | 0 | ,0 |
| | Total | 32 | 100,0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,915 | 4 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| y1 | 11,8438 | 6,652 | ,815 | ,886 |
| y2 | 11,6563 | 6,620 | ,766 | ,905 |
| y3 | 11,7813 | 7,273 | ,864 | ,876 |
| y4 | 11,6875 | 6,867 | ,798 | ,891 |

Regression-Analysis Regresi

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Kompensasi, Lingkungan kerja fisik, Lingkungan kerja non fisik ^b | . | Enter |

a. Dependent Variable: Kepuasan kerja karyawan
b. All requested variables entered.

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,918 ^a | ,843 | ,827 | 1,43302 |

a. Predictors: (Constant), Kompensasi, Lingkungan kerja fisik, Lingkungan kerja non fisik

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 309,719 | 3 | 103,240 | 50,274 | ,000 ^b |
| | Residual | 57,499 | 28 | 2,054 | | |
| | Total | 367,219 | 31 | | | |

a. Dependent Variable: Kepuasan kerja karyawan

b. Predictors: (Constant), Kompensasi, Lingkungan kerja fisik, Lingkungan kerja non fisik

| | | Coefficients^a | | | | |
|-------|----------------------------|---------------------------------|------------|---------------------------|--------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | -3,025 | 1,542 | | -1,961 | ,060 |
| | Lingkungan kerja fisik | ,302 | ,129 | ,326 | 2,337 | ,027 |
| | Lingkungan kerja non fisik | ,224 | ,098 | ,354 | 2,287 | ,030 |
| | Kompensasi | ,208 | ,098 | ,302 | 2,124 | ,043 |

a. Dependent Variable: Kepuasan kerja karyawan







9.45% PLAGIARISM
APPROXIMATELY

Report #13229521

BAB I PENDAHULUAN 1.1. Latar Belakang Perubahan pandangan perusahaan yang dahulu menganggap karyawan hanya sebagai beban perusahaan, saat ini sudah berubah dengan paradigma bahwa karyawan merupakan aset yang sangat penting bagi perusahaan (Narutomo, 2012). Hal ini disebabkan karena karyawan merupakan sumber daya penggerak perusahaan untuk menjalankan operasional perusahaan, melakukan pengembangan dan mengarahkan perusahaan untuk mencapai tujuannya. Dengan perannya yang sangat penting sebagai aset perusahaan tersebut maka perusahaan perlu untuk mengelola dan menjaga agar karyawan tetap puas bekerja dalam perusahaan untuk mewujudkan kelancaran jalannya organisasi (Robbins & Judge, 2015). Dalam usahanya untuk memenuhi kepuasan kerja dari karyawan, perusahaan perlu untuk mengembangkan sistem dimana kelancaran dari jalannya perusahaan membutuhkan suatu kepuasan kerja karyawan sehingga ada proses timbal balik yangimbang antara karyawan dengan perusahaan. Perusahaan membutuhkan karyawan untuk bekerja menjalankan dan