

## DISAIN KUESIONER

No. Responden :.....

Responden yang terhormat,

Saya mohon kesediaan anda untuk mengisi titik-titik dibawah ini mengenai “*Analisis Pengaruh Kompensasi Terhadap Kepuasan Kerja Karyawan SMU Santo Michael Semarang*”. Atas waktu dan kesediaan anda dalam mengisi kuesioner, saya ucapkan terima kasih.

### I. IDENTITAS RESPONDEN

1. Nama : .....
2. Status guru/karyawan : .....
3. Status karyawan (tetap/tidak tetap) : .....
4. Alamat : .....  
.....
5. Jenis kelamin : a. Pria b. Wanita
6. Usia : a. 20 - 30 th d. 41 – 50 tahun  
b. 21 – 40 tahun e. > 50 tahun  
c. < 20 tahun
7. Pendidikan terakhir : a. SMA  
b. Diploma  
c. S1  
d. S2  
e. lainnya .....
8. Lama Bekerja : a. Kurang dari 1 tahun  
b. 1 – 3 tahun  
c. 3 – 5 tahun  
d. Diatas 5 tahun
9. Golongan kepangkatan : .....

## II. TANGGAPAN PENDAPAT RESPONDEN

Mohon memberi jawaban dengan memberi tanda (√) pada jawaban yang menurut anda paling sesuai. Tidak ada jawaban yang benar maupun salah dalam kuesioner ini.

Keterangan :

**T** : Tinggi

**S** : Sedang

**R** : Rendah

| No | Pertanyaan  | T | S | R |
|----|---|---|---|---|
| 1  | Gaji yang saya terima sesuai dengan tugas dan tanggung jawab yang berikan                                       |   |   |   |
| 2  | Gaji yang saya terima sesuai dengan lama bekerja saya   |   |   |   |
| 3  | Gaji yang saya terima sesuai dengan status kepegawaian  |   |   |   |
| 4  | Gaji yang saya terima lebih tinggi dari gaji karyawan swasta di sekolah lanjutan                                |   |   |   |
| 5  | Gaji yang saya terima sesuai dengan pendidikan yang saya pendidikan yang saya peroleh                           |   |   |   |
| 6  | Gaji yang saya terima sesuai dengan prestasi kerja  |   |   |   |
| 7  | Gaji saya berkaitan dengan pangkat saya   |   |   |   |
| 8  | Apabila anak anda meninggal tunjangan keluarga akan berkurang   |   |   |   |
| 9  | Menurut anda, apakah tunjangan keluarga diberikan kepada pekerja yang telah memiliki tanggungan istri atau anak |   |   |   |
| 10 | Jika anda pensiun, apa akan mendapatkan potongan gaji setiap bulannya   |   |   |   |
| 11 | Apakah tunjangan beras yang anda peroleh sangat membantu anda   |   |   |   |
| 12 | Apakah anda mendapatkan tunjangan beras pada saat anda sudah berkeluarga  |   |   |   |
| 13 | Apabila anda mengalami musibah kecelakaan, apakah anda akan mendapatkan biaya pengobatan dari asuransi          |   |   |   |

|    |  |  |  |  |
|----|--|--|--|--|
|    | kecelakaan   |  |  |  |
| 14 | Apabila anda meninggal dunia akibat kecelakaan, apakah anda mendapatkan asuransi kecelakaan sebesar 100% |  |  |  |

## Frequencies

### Statistics

|   |         | Pekerjaan | Status Pekerjaan | Jenis Kelamin |
|---|---------|-----------|------------------|---------------|
| N | Valid   | 22        | 22               | 22            |
|   | Missing | 0         | 0                | 0             |

## Frequency Table

### Pekerjaan

|       |          | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|----------|-----------|---------|---------------|--------------------|
| Valid | Guru     | 17        | 77.3    | 77.3          | 77.3               |
|       | Karyawan | 5         | 22.7    | 22.7          | 100.0              |
|       | Total    | 22        | 100.0   | 100.0         |                    |

### Status Pekerjaan

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | Tetap       | 17        | 77.3    | 77.3          | 77.3               |
|       | Tidak tetap | 5         | 22.7    | 22.7          | 100.0              |
|       | Total       | 22        | 100.0   | 100.0         |                    |

### Jenis Kelamin

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Pria   | 15        | 68.2    | 68.2          | 68.2               |
|       | Wanita | 7         | 31.8    | 31.8          | 100.0              |
|       | Total  | 22        | 100.0   | 100.0         |                    |

## Crosstabs

### Case Processing Summary

|                     | Cases |         |         |         |       |         |
|---------------------|-------|---------|---------|---------|-------|---------|
|                     | Valid |         | Missing |         | Total |         |
|                     | N     | Percent | N       | Percent | N     | Percent |
| Usia * Lama Bekerja | 22    | 100.0%  | 0       | .0%     | 22    | 100.0%  |

### Usia \* Lama Bekerja Crosstabulation

|       |               |            | Lama Bekerja |             |                | Total  |
|-------|---------------|------------|--------------|-------------|----------------|--------|
|       |               |            | 1 - 3 tahun  | 3 - 5 tahun | Diatas 5 tahun |        |
| Usia  | 20 - 30 tahun | Count      | 2            | 1           | 1              | 4      |
|       |               | % of Total | 9.1%         | 4.5%        | 4.5%           | 18.2%  |
|       | 21 - 40 tahun | Count      | 1            | 0           | 9              | 10     |
|       |               | % of Total | 4.5%         | .0%         | 40.9%          | 45.5%  |
|       | 41 - 50 tahun | Count      | 1            | 0           | 5              | 6      |
|       |               | % of Total | 4.5%         | .0%         | 22.7%          | 27.3%  |
|       | > 50 tahun    | Count      | 0            | 0           | 2              | 2      |
|       |               | % of Total | .0%          | .0%         | 9.1%           | 9.1%   |
| Total |               | Count      | 4            | 1           | 17             | 22     |
|       |               | % of Total | 18.2%        | 4.5%        | 77.3%          | 100.0% |

## Crosstabs

### Case Processing Summary

|   | Cases |         |         |         |       |         |
|---|-------|---------|---------|---------|-------|---------|
|   | Valid |         | Missing |         | Total |         |
|   | N     | Percent | N       | Percent | N     | Percent |
| Pendidikan Terakhir *<br>Golongan Kepangkatan<br>* Lama Bekerja | 22    | 100.0%  | 0       | .0%     | 22    | 100.0%  |

### Pendidikan Terakhir \* Golongan Kepangkatan \* Lama Bekerja Crosstabulation

| Lama Bekerja   |                     |           |            | Golongan Kepangkatan |       |        |       |        |       | Total  |
|----------------|---------------------|-----------|------------|----------------------|-------|--------|-------|--------|-------|--------|
|                |                     |           |            | IC                   | IIB   | IIIA   | IIIB  | IIIC   | IIID  |        |
| 1 - 3 tahun    | Pendidikan Terakhir | S1        | Count      |                      |       | 4      |       |        |       | 4      |
|                |                     |           | % of Total |                      |       | 100.0% |       |        |       | 100.0% |
|                |                     |           | Total      | Count                |       |        | 4     |        |       |        |
|                |                     |           | % of Total |                      |       | 100.0% |       |        |       | 100.0% |
| 3 - 5 tahun    | Pendidikan Terakhir | S1        | Count      |                      |       | 1      |       |        |       | 1      |
|                |                     |           | % of Total |                      |       | 100.0% |       |        |       | 100.0% |
|                |                     |           | Total      | Count                |       |        | 1     |        |       |        |
|                |                     |           | % of Total |                      |       | 100.0% |       |        |       | 100.0% |
| Diatas 5 tahun | Pendidikan Terakhir | SMA       | Count      | 0                    | 3     | 0      | 0     | 0      | 0     | 3      |
|                |                     |           | % of Total | .0%                  | 17.6% | .0%    | .0%   | .0%    | .0%   | 17.6%  |
|                |                     | S1        | Count      | 0                    | 0     | 4      | 4     | 2      | 2     | 12     |
|                |                     |           | % of Total | .0%                  | .0%   | 23.5%  | 23.5% | 11.8%  | 11.8% | 70.6%  |
|                |                     | Lain-Lain | Count      | 2                    | 0     | 0      | 0     | 0      | 0     | 2      |
|                |                     |           | % of Total | 11.8%                | .0%   | .0%    | .0%   | .0%    | .0%   | 11.8%  |
|                |                     | Total     | Count      | 2                    | 3     | 4      | 4     | 2      | 2     | 17     |
|                | % of Total          | 11.8%     | 17.6%      | 23.5%                | 23.5% | 11.8%  | 11.8% | 100.0% |       |        |



## Frequency Table Kepuasan Kerja

**kk1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 11        | 73.3    | 73.3          | 73.3               |
| 2       | 4         | 26.7    | 26.7          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7         | 46.7    | 46.7          | 46.7               |
| 2       | 5         | 33.3    | 33.3          | 80.0               |
| 3       | 3         | 20.0    | 20.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 9         | 60.0    | 60.0          | 60.0               |
| 2       | 6         | 40.0    | 40.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7         | 46.7    | 46.7          | 46.7               |
| 2       | 7         | 46.7    | 46.7          | 93.3               |
| 3       | 1         | 6.7     | 6.7           | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | 6.7     | 6.7           | 6.7                |
| 2       | 5         | 33.3    | 33.3          | 40.0               |
| 3       | 9         | 60.0    | 60.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 4         | 26.7    | 26.7          | 26.7               |
| 2       | 6         | 40.0    | 40.0          | 66.7               |
| 3       | 5         | 33.3    | 33.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7         | 46.7    | 46.7          | 46.7               |
| 2       | 5         | 33.3    | 33.3          | 80.0               |
| 3       | 3         | 20.0    | 20.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3         | 20.0    | 20.0          | 20.0               |
| 2       | 6         | 40.0    | 40.0          | 60.0               |
| 3       | 6         | 40.0    | 40.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 4         | 26.7    | 26.7          | 26.7               |
| 3       | 11        | 73.3    | 73.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | 6.7     | 6.7           | 6.7                |
| 2       | 3         | 20.0    | 20.0          | 26.7               |
| 3       | 11        | 73.3    | 73.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |



**kk11**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 5         | 33.3    | 33.3          | 33.3               |
|       | 3     | 10        | 66.7    | 66.7          | 100.0              |
|       | Total | 15        | 100.0   | 100.0         |                    |

**kk12**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 20.0    | 20.0          | 20.0               |
|       | 3     | 12        | 80.0    | 80.0          | 100.0              |
|       | Total | 15        | 100.0   | 100.0         |                    |

**kk13**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 6.7     | 6.7           | 6.7                |
|       | 2     | 9         | 60.0    | 60.0          | 66.7               |
|       | 3     | 5         | 33.3    | 33.3          | 100.0              |
|       | Total | 15        | 100.0   | 100.0         |                    |

**kk14**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 6.7     | 6.7           | 6.7                |
|       | 2     | 8         | 53.3    | 53.3          | 60.0               |
|       | 3     | 6         | 40.0    | 40.0          | 100.0              |
|       | Total | 15        | 100.0   | 100.0         |                    |

**kk15**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 1         | 6.7     | 6.7           | 6.7                |
|       | 2     | 4         | 26.7    | 26.7          | 33.3               |
|       | 3     | 10        | 66.7    | 66.7          | 100.0              |
|       | Total | 15        | 100.0   | 100.0         |                    |

**kk16**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2     | 3         | 20.0    | 20.0          | 20.0               |
|       | 3     | 12        | 80.0    | 80.0          | 100.0              |
|       | Total | 15        | 100.0   | 100.0         |                    |

**kk17**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | 6.7     | 6.7           | 6.7                |
| 2       | 5         | 33.3    | 33.3          | 40.0               |
| 3       | 9         | 60.0    | 60.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk18**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3         | 20.0    | 20.0          | 20.0               |
| 2       | 4         | 26.7    | 26.7          | 46.7               |
| 3       | 8         | 53.3    | 53.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk19**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | 6.7     | 6.7           | 6.7                |
| 2       | 4         | 26.7    | 26.7          | 33.3               |
| 3       | 10        | 66.7    | 66.7          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk20**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1         | 6.7     | 6.7           | 6.7                |
| 2       | 2         | 13.3    | 13.3          | 20.0               |
| 3       | 12        | 80.0    | 80.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk21**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 3         | 20.0    | 20.0          | 20.0               |
| 3       | 12        | 80.0    | 80.0          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk22**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 13.3    | 13.3          | 13.3               |
| 2       | 5         | 33.3    | 33.3          | 46.7               |
| 3       | 8         | 53.3    | 53.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk23**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2         | 13.3    | 13.3          | 13.3               |
| 3       | 13        | 86.7    | 86.7          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk24**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 4         | 26.7    | 26.7          | 26.7               |
| 3       | 11        | 73.3    | 73.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

**kk25**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2         | 13.3    | 13.3          | 13.3               |
| 2       | 8         | 53.3    | 53.3          | 66.7               |
| 3       | 5         | 33.3    | 33.3          | 100.0              |
| Total   | 15        | 100.0   | 100.0         |                    |

## Frequency Table Kompensasi

**ko1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 14        | 63.6    | 63.6          | 63.6               |
| 2       | 4         | 18.2    | 18.2          | 81.8               |
| 3       | 4         | 18.2    | 18.2          | 100.0              |
| Total   | 22        | 100.0   | 100.0         |                    |

**ko2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 14        | 63.6    | 63.6          | 63.6               |
| 2       | 8         | 36.4    | 36.4          | 100.0              |
| Total   | 22        | 100.0   | 100.0         |                    |

**ko3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 14        | 63.6    | 63.6          | 63.6               |
| 2       | 7         | 31.8    | 31.8          | 95.5               |
| 3       | 1         | 4.5     | 4.5           | 100.0              |
| Total   | 22        | 100.0   | 100.0         |                    |

**ko5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 12        | 54.5    | 54.5          | 54.5               |
| 2       | 6         | 27.3    | 27.3          | 81.8               |
| 3       | 4         | 18.2    | 18.2          | 100.0              |
| Total   | 22        | 100.0   | 100.0         |                    |

**ko7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 12        | 54.5    | 54.5          | 54.5               |
| 2       | 7         | 31.8    | 31.8          | 86.4               |
| 3       | 3         | 13.6    | 13.6          | 100.0              |
| Total   | 22        | 100.0   | 100.0         |                    |

**ko8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 17        | 77.3    | 77.3          | 77.3               |
|       | 2     | 5         | 22.7    | 22.7          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 17        | 77.3    | 77.3          | 77.3               |
|       | 2     | 5         | 22.7    | 22.7          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 17        | 77.3    | 77.3          | 77.3               |
|       | 2     | 4         | 18.2    | 18.2          | 95.5               |
|       | 3     | 1         | 4.5     | 4.5           | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

## Frequency Table Kompensasi

**ko1**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 14        | 63.6    | 63.6          | 63.6               |
|       | 2     | 4         | 18.2    | 18.2          | 81.8               |
|       | 3     | 4         | 18.2    | 18.2          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko2**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 14        | 63.6    | 63.6          | 63.6               |
|       | 2     | 8         | 36.4    | 36.4          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko3**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 14        | 63.6    | 63.6          | 63.6               |
|       | 2     | 7         | 31.8    | 31.8          | 95.5               |
|       | 3     | 1         | 4.5     | 4.5           | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko5**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 12        | 54.5    | 54.5          | 54.5               |
|       | 2     | 6         | 27.3    | 27.3          | 81.8               |
|       | 3     | 4         | 18.2    | 18.2          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko7**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 12        | 54.5    | 54.5          | 54.5               |
|       | 2     | 7         | 31.8    | 31.8          | 86.4               |
|       | 3     | 3         | 13.6    | 13.6          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko8**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 17        | 77.3    | 77.3          | 77.3               |
|       | 2     | 5         | 22.7    | 22.7          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko9**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 17        | 77.3    | 77.3          | 77.3               |
|       | 2     | 5         | 22.7    | 22.7          | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

**ko10**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1     | 17        | 77.3    | 77.3          | 77.3               |
|       | 2     | 4         | 18.2    | 18.2          | 95.5               |
|       | 3     | 1         | 4.5     | 4.5           | 100.0              |
|       | Total | 22        | 100.0   | 100.0         |                    |

# ANALISIS INFERENSIAL

## Regression

**Variables Entered/Removed<sup>d</sup>**

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1     | Kompensasi        | .                 | Enter  |

- a. All requested variables entered.  
 b. Dependent Variable: Kepuasan Kerja

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .048 <sup>a</sup> | .002     | -.048             | .46670                     |

- a. Predictors: (Constant), Kompensasi

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | df | Mean Square | F    | Sig.              |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1     | Regression | .010           | 1  | .010        | .045 | .833 <sup>a</sup> |
|       | Residual   | 4.356          | 20 | .218        |      |                   |
|       | Total      | 4.366          | 21 |             |      |                   |

- a. Predictors: (Constant), Kompensasi  
 b. Dependent Variable: Kepuasan Kerja

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 2.396                       | .356       |                           | 6.731 | .000 |
|       | Kompensasi | .052                        | .242       | .048                      | .213  | .833 |

- a. Dependent Variable: Kepuasan Kerja



## Validitas – Reliabilitas Kepuasan Kerja (Sebelum Penghapusan Item Yang Tidak Valid)

Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| kk1  | 54.82                      | 82.537                         | .185                             | .909                             |
| kk2  | 54.55                      | 82.355                         | .129                             | .912                             |
| kk3  | 54.73                      | 81.827                         | .245                             | .908                             |
| kk4  | 54.68                      | 85.084                         | -.056                            | .913                             |
| kk5  | 53.64                      | 78.528                         | .491                             | .904                             |
| kk6  | 54.18                      | 82.061                         | .160                             | .911                             |
| kk7  | 54.55                      | 79.022                         | .408                             | .906                             |
| kk8  | 54.09                      | 76.182                         | .564                             | .902                             |
| kk9  | 53.64                      | 77.481                         | .583                             | .902                             |
| kk10 | 53.59                      | 77.491                         | .587                             | .902                             |
| kk11 | 53.68                      | 77.751                         | .637                             | .901                             |
| kk12 | 53.50                      | 76.643                         | .790                             | .898                             |
| kk13 | 54.05                      | 79.950                         | .390                             | .906                             |
| kk14 | 53.95                      | 78.522                         | .546                             | .903                             |
| kk15 | 53.68                      | 76.894                         | .634                             | .901                             |
| kk16 | 53.55                      | 76.736                         | .761                             | .899                             |
| kk17 | 53.77                      | 76.089                         | .713                             | .899                             |
| kk18 | 53.91                      | 75.325                         | .614                             | .901                             |
| kk19 | 53.64                      | 77.195                         | .609                             | .901                             |
| kk20 | 53.59                      | 76.634                         | .664                             | .900                             |
| kk21 | 53.55                      | 77.307                         | .702                             | .900                             |
| kk22 | 53.82                      | 77.013                         | .571                             | .902                             |
| kk23 | 53.55                      | 77.593                         | .673                             | .900                             |
| kk24 | 53.59                      | 77.301                         | .691                             | .900                             |
| kk25 | 54.09                      | 78.372                         | .563                             | .902                             |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .907             | 25         |

**Validitas – Reliabilitas Kepuasan Kerja (Setelah Penghapusan Item Yang Tidak Valid No. 1, 2, 3, 4, 6, 7 dan 13)**

**Item-Total Statistics**

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| kk5  | 41.9091                    | 61.801                         | .470                             | .936                             |
| kk8  | 42.3636                    | 59.290                         | .581                             | .935                             |
| kk9  | 41.9091                    | 60.087                         | .642                             | .933                             |
| kk10 | 41.8636                    | 61.457                         | .509                             | .935                             |
| kk11 | 41.9545                    | 60.712                         | .660                             | .932                             |
| kk12 | 41.7727                    | 60.089                         | .772                             | .930                             |
| kk14 | 42.2273                    | 61.232                         | .585                             | .934                             |
| kk15 | 41.9545                    | 59.855                         | .663                             | .932                             |
| kk16 | 41.8182                    | 60.061                         | .757                             | .931                             |
| kk17 | 42.0455                    | 59.474                         | .710                             | .931                             |
| kk18 | 42.1818                    | 59.108                         | .583                             | .935                             |
| kk19 | 41.9091                    | 59.515                         | .700                             | .931                             |
| kk20 | 41.8636                    | 59.266                         | .731                             | .931                             |
| kk21 | 41.8182                    | 60.156                         | .745                             | .931                             |
| kk22 | 42.0909                    | 59.325                         | .657                             | .932                             |
| kk23 | 41.8182                    | 60.442                         | .712                             | .931                             |
| kk24 | 41.8636                    | 60.314                         | .714                             | .931                             |
| kk25 | 42.3636                    | 61.004                         | .612                             | .933                             |

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .934             | 19         |

## Validitas – Reliabilitas Kompensasi (Sebelum Penghapusan Item Yang Tidak Valid)

**Item-Total Statistics**

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| ko1  | 16.68                      | 13.084                         | .688                             | .753                             |
| ko2  | 16.86                      | 15.647                         | .467                             | .782                             |
| ko3  | 16.82                      | 15.394                         | .424                             | .784                             |
| ko4  | 16.50                      | 15.595                         | .416                             | .785                             |
| ko5  | 16.59                      | 14.158                         | .493                             | .778                             |
| ko6  | 16.73                      | 15.351                         | .427                             | .784                             |
| ko7  | 16.64                      | 13.766                         | .625                             | .762                             |
| ko8  | 17.00                      | 15.333                         | .652                             | .771                             |
| ko9  | 17.00                      | 15.810                         | .503                             | .781                             |
| ko10 | 16.95                      | 15.188                         | .517                             | .777                             |
| ko11 | 16.64                      | 15.576                         | .383                             | .788                             |
| ko12 | 16.09                      | 16.944                         | .010                             | .836                             |

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .797             | 12         |

### Validitas – Reliabilitas Kompensasi (Setelah Penghapusan Item Yang tidak Valid No. 4, 11 dan 12)

Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| ko1  | 11.23                      | 9.136                          | .714                             | .795                             |
| ko2  | 11.41                      | 11.301                         | .510                             | .821                             |
| ko3  | 11.36                      | 10.719                         | .560                             | .815                             |
| ko5  | 11.14                      | 10.409                         | .432                             | .836                             |
| ko6  | 11.27                      | 11.255                         | .404                             | .832                             |
| ko7  | 11.18                      | 9.965                          | .588                             | .812                             |
| ko8  | 11.55                      | 11.117                         | .675                             | .810                             |
| ko9  | 11.55                      | 11.403                         | .568                             | .818                             |
| ko10 | 11.50                      | 10.738                         | .607                             | .811                             |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .834             | 9          |

### Validitas – Reliabilitas Kompensasi (Setelah Penghapusan Item Yang tidak Valid No. 6)

Item-Total Statistics

|      | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| ko1  | 9.73                       | 7.732                          | .648                             | .801                             |
| ko2  | 9.91                       | 9.706                          | .426                             | .827                             |
| ko3  | 9.86                       | 8.885                          | .574                             | .810                             |
| ko5  | 9.64                       | 8.433                          | .480                             | .829                             |
| ko7  | 9.68                       | 8.227                          | .591                             | .808                             |
| ko8  | 10.05                      | 9.188                          | .724                             | .801                             |
| ko9  | 10.05                      | 9.569                          | .566                             | .815                             |
| ko10 | 10.00                      | 8.857                          | .639                             | .803                             |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .832             | 8          |