



LAMPIRAN 1

**Kuesioner Kepuasan Kerja
Dan Data Identitas Responden**

KUESIONER

No :

(diisi oleh peneliti)

A Identitas Responden

- 1 Nama :
- 2 Jenis Kelamin :(P / W)
- 3 Status Perkawinan :
 - a. Belum Menikah
 - b. Sudah Menikah
- 4 Usia saat ini :tahun
- 5 Tingkat pendidikan :
 - a. SLTA
 - b. Diploma
 - c. Sarjana
- 6 Mulai bekerja tahun :
- 7 Jumlah tanggungan :anak

B Petunjuk Pengisian

- 1 Untuk setiap pertanyaan Anda diminta hanya memilih satu jawaban yang Anda anggap sesuai dengan keadaan yang Anda rasakan
- 2 Beri tanda (V) pada jawaban yang Anda pilih
- 3 Keterangan

| | | |
|-----|---------------------|---------------|
| STP | : Sangat Tidak Puas | diberi skor 1 |
| TP | : Tidak Puas | diberi skor 2 |
| N | : Netral | diberi skor 3 |
| P | : Puas | diberi skor 4 |
| SP | : Sangat Puas | diberi skor 5 |

KUESIONER KEPUASAN KERJA

Untuk pertanyaan di bawah ini, berilah tanda (V) pada butir jawaban yang telah tersedia. Pilihlah jawaban yang paling sesuai mengenai aspek-aspek di bawah ini menurut Anda. Keterangan untuk pilihan jawaban adalah sebagai berikut:

- 1 = "Sangat Tidak Puas" (STP)
- 2 = "Tidak Puas" (TP)
- 3 = "Netral" (N)
- 4 = "Puas" (P)
- 5 = "Sangat Puas" (SP)

| No | URAIAN | STP | TP | N | P | SP |
|--------------------|--|-----|----|---|---|----|
| Gaji | | | | | | |
| 1. | Gaji Anda cukup untuk memenuhi kebutuhan hidup | | | | | |
| 2. | Gaji yang diterima sesuai dengan tanggung jawab pekerjaan yang dilaksanakan. | | | | | |
| Pekerjaan | | | | | | |
| 1. | Anda selalu dapat menjaga kesibukan Anda setiap waktu di perusahaan. | | | | | |
| 2. | Anda diberi kesempatan pada perusahaan untuk menjalankan pekerjaan tugas sendiri. | | | | | |
| 3. | Anda diberi kesempatan pada perusahaan untuk mengerjakan sesuatu pekerjaan yang berbeda dari waktu ke waktu. | | | | | |
| 4. | Puaskah Anda melakukan sesuatu yang tidak bertentangan dengan hati nurani Anda. | | | | | |
| 5. | Anda memiliki kesempatan melakukan sesuatu untuk orang lain di lingkungan perusahaan. | | | | | |
| 6. | Anda memiliki kesempatan untuk memberitahu orang lain apa yang harus dikerjakannya. | | | | | |
| 7. | Kebebasan Anda untuk menggunakan pertimbangan Anda sendiri. | | | | | |
| Promosi | | | | | | |
| 1. | Kesempatan Anda untuk mengembangkan diri pada pekerjaan ini. | | | | | |
| 2. | Pujian yang Anda peroleh karena mengerjakan tugas dengan baik. | | | | | |
| 3. | Anda memiliki keyakinan bahwa pekerjaan Anda memberikan kepastian karir di lingkungan perusahaan. | | | | | |
| 4. | Anda memiliki kesempatan untuk melakukan sesuatu yang menggunakan kemampuan Anda. | | | | | |
| 5. | Perasaan mencapai sesuatu yang Anda peroleh dari pekerjaan. | | | | | |
| 6. | Kondisi pekerjaan Anda. | | | | | |
| Supervisi | | | | | | |
| 1. | Kemampuan pimpinan Anda dalam mengambil keputusan. | | | | | |
| 2. | Bagaimana kebijakan perusahaan diterapkan di prakek. | | | | | |
| 3. | Cara pimpinan Anda menangani bawahan. | | | | | |
| Rekan Kerja | | | | | | |
| 1. | Apabila teman sekerja Anda mengalami kesulitan dalam pekerjaan, Anda membantu menyelesaikan. | | | | | |
| 2. | Memberikan saran kepada teman untuk dapat menyelesaikan pekerjaan dengan cepat. | | | | | |

DATA KARYAWAN KALBE FARMA OTC
Bagian Promosi Cabang Yogyakarta

| NO. | NAMA | JABATAN | PENDIDIKAN | TGL. MASUK KERJA | JUMLAH TANGGUNGAN | | TGL. LAHIR |
|-----|--------------------|---------------|------------|---------------------|----------------------|------|-------------|
| | | | | | ISTRI | ANAK | |
| 1 | Budiranto Sumin | DM | SLTA | 04-Apr-95 | 1 | 1 | 11-Mei-73 |
| 2 | Slamet | Supervisor | SLTA | 01-Sep-92 | 1 | 3 | 10-Mei-64 |
| 3 | Yohanes Kala | Supervisor | SLTA | 15-Nop-00 | 1 | 1 | 25-Mar-74 |
| 4 | L. Ngadino T.S | Salesman | SLTA | 01-Des-77 | 1 | 2 | 01-Agust-51 |
| 5 | Widyananto | Salesman | SLTA | 26-Feb-96 | 1 | 2 | 24-Des-69 |
| 6 | Tarmaji Raharjo | Salesman | Sarjana | 01-Jul-00 | - | - | 19-Sep-71 |
| 7 | Kasiman | Asst.Salesman | SLTA | 15-Apr-98 | 1 | 3 | 19-Des-64 |
| 8 | Martinus S. | Salesman | DIII | 01-Nop-01 | 1 | 1 | 07-Jan-76 |
| 9 | Haryoko | Asst.Salesman | SLTA | 01-Apr-02 | - | - | 17-Apr-74 |
| 10 | Dwi Ony Raharjo | Salesman | Sarjana | 01-Mar-02 | - | - | 05-Jun-72 |
| 11 | Teguh Chandra W. | Asst.Salesman | DI | 24-Sep-01 | - | - | 28-Okt-78 |
| 12 | Hendro Prayitno | Asst.Salesman | Sarjana | 04-Jun-01 | 1 | 1 | 18-Sep-75 |
| 13 | Nugroho B. Prabowo | Salesman | Sarjana | 15-Jan-01 | 1 | | 26-Sep-69 |
| 14 | Any Guntari | MD | Sarjana | 04-Mar-02 | - | - | 25-Mar-78 |
| 15 | Fatmawaty Aripin | Adm. | SLTA | 15-Mei-02 | - | - | 06-Jan-82 |

DATA KARYAWAN KALBE FARMA OTC
Bagian Distribusi Cabang Yogyakarta

| NO. | NAMA | JABATAN | PENDIDIKAN | TGL. MASUK KERJA | JUMLAH TANGGUNGAN | | TGL. LAHIR |
|-----|--------------------|----------------|------------|---------------------|----------------------|------|-------------|
| | | | | | ISTRI | ANAK | |
| 1 | Sudjiatno | DM | DIII | 01-Apr-80 | 1 | 3 | 08-Agust-55 |
| 2 | Bambang Irianto | Supervisor | DIII | 02-Sep-91 | 1 | 3 | 03-Mar-63 |
| 3 | Nur Hesty Natalina | Administrasi | S1 | 01-Apr-93 | - | - | 07-Des-68 |
| 4 | Hery Prasetyo | Salesman | S1 | 15-Jul-02 | 1 | 1 | 12-Des-74 |
| 5 | M. Darmawan | Salesman | SLTA | 01-Mei-01 | 1 | 1 | 21-Des-73 |
| 6 | Heru Sutanta | Salesman | S1 | 01-Nop-00 | 1 | 1 | 02-Jun-73 |
| 7 | Thomas | Asst. Salesman | SLTA | 03-Sep-94 | 1 | 3 | 02-Apr-70 |
| 8 | Yuli Setiawan | Salesman | S1 | 01-Feb-03 | 1 | - | 23-Jul-77 |
| 9 | Ramelan | Asst. Salesman | SLTA | 01-Des-95 | 1 | 2 | 04-Jan-65 |
| 10 | Bambang M. | Salesman | SLTA | 06-Jan-02 | 1 | 1 | 12-Agust-74 |
| 11 | Nurchan | Asst. Salesman | SLTA | 01-Mei-91 | 1 | 3 | 28-Jun-60 |
| 12 | Tri Pamungkas | Salesman | DIII | 01-Jun-02 | 1 | - | 19-Des-77 |
| 13 | Dwiyanto | Asst. Salesman | SLTA | 01-Feb-00 | 1 | 3 | 23-Mar-63 |
| 14 | Endah Wahyuni | Administrasi | DIII | 01-Okt-02 | - | - | 14-Jun-80 |
| 15 | R. Dumy Ardhiyanto | Salesman | SLTA | 04-Jul-02 | 1 | 1 | 19-Agust-76 |
| 16 | Pumomo | Salesman | S1 | 01-Jun-02 | 1 | - | 18-Jun-77 |
| 17 | Yohanes Angger | Asst. Salesman | SLTA | 01-Mei-00 | - | - | 18-Jun-72 |
| 18 | Triyadi | Salesman | S1 | 09-Sep-02 | - | - | 29-Mei-78 |
| 19 | M. Ruslan | Asst. Salesman | SLTA | 26-Nop-02 | 1 | 1 | 24-Mar-75 |
| 20 | Elendrawati Jafar | Administrasi | DIII | 01-Sep-95 | - | - | 12-Des-71 |
| 21 | Sutarno | Salesman | SLTA | 02-Jan-95 | 1 | 1 | 14-Apr-71 |
| 22 | Dwi Yanto | Salesman | S1 | 01-Nop-00 | 1 | - | 19-Okt-70 |
| 23 | Onny Augustin | Salesman | S1 | 01-Des-01 | 1 | 1 | 17-Agust-71 |
| 24 | Ahmad Sahudi | Asst. Salesman | SLTA | 01-Feb-93 | 1 | 1 | 27-Apr-67 |
| 25 | Hendro | Salesman | SLTA | 01-Jan-03 | 1 | - | 15-Mar-71 |
| 26 | Widoyo | Asst. Salesman | SLTA | 06-Okt-92 | 1 | 2 | 22-Jun-68 |
| 27 | Dadang Sumirat | Supervisor | S1 | 10-Feb-00 | 1 | - | 10-Jan-74 |
| 28 | Adji Suryo | Salesman | DIII | 01-Mar-03 | - | - | 09-Jun-78 |

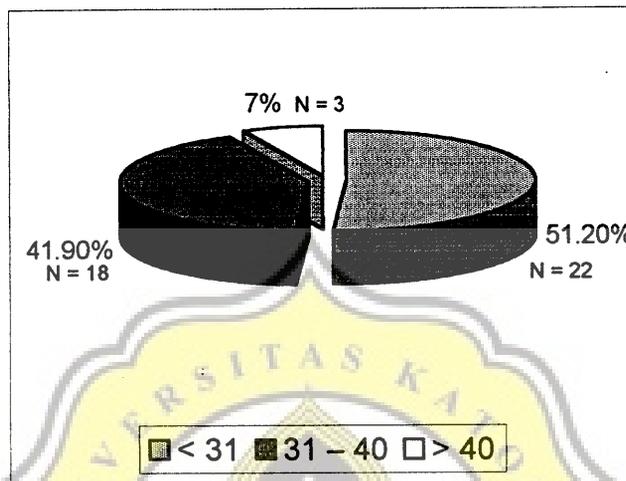


LAMPIRAN 2

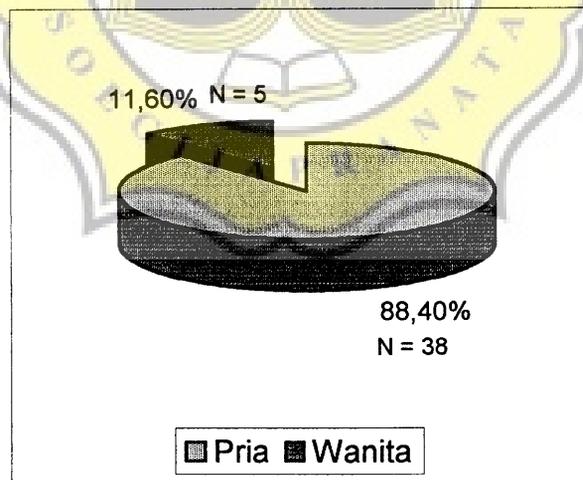
**Grafik Identitas Responden
dan Tabulasi Survei**

IDENTITAS RESPONDEN

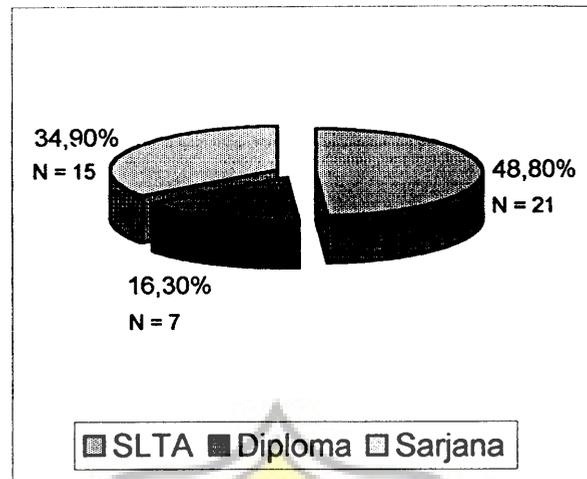
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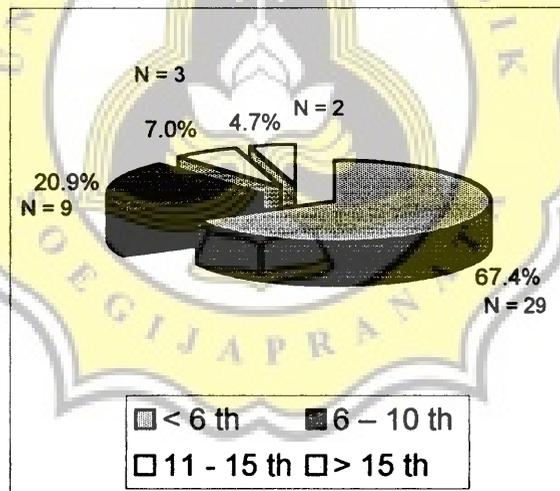
BERDASARKAN JENIS KELAMIN



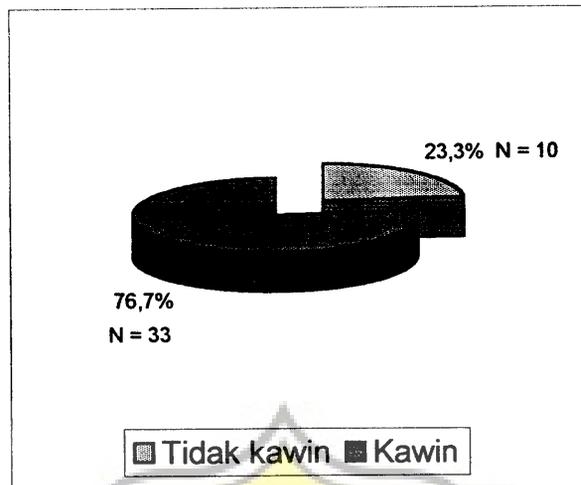
BERDASARKAN PENDIDIKAN



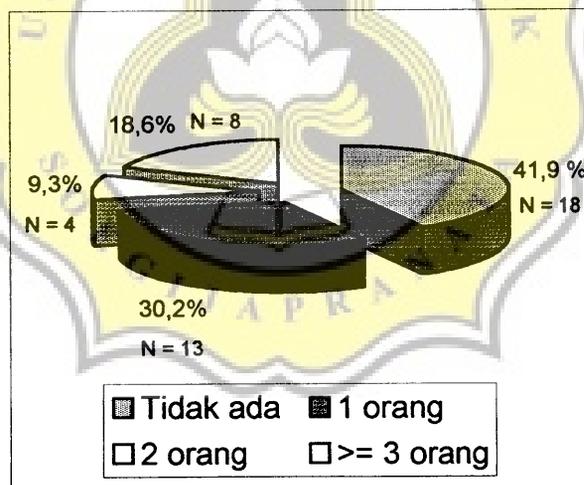
BERDASARKAN MASA KERJA



BERDASARKAN STATUS PERKAWINAN



BERDASARKAN JML TANGGUNGAN



The logo of Universitas Katolik Soegijapranata is a yellow shield-shaped emblem with a scalloped border. Inside the shield, there is a central figure of a person with arms raised in prayer, standing on an open book. The text "UNIVERSITAS KATOLIK SOEGIJAPRANATA" is written in a circular path around the central figure.

LAMPIRAN 3

Hasil Uji Validitas dan Relibilitas

Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN GAJI

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| X1.1 | 4.2093 | .5028 | .4882 | . |
| X1.2 | 3.9535 | .6168 | .4882 | . |

Reliability Coefficients

N of Cases = 43.0 N of Items = 2

Alpha = .6538

Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN PEKERJAAN

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| X2.1 | 25.8140 | 6.4408 | .3537 | .7649 |
| X2.2 | 25.7674 | 6.7065 | .3630 | .7606 |
| X2.3 | 25.8605 | 6.3134 | .5484 | .7334 |
| X2.4 | 25.9070 | 6.4673 | .4055 | .7545 |
| X2.5 | 25.6977 | 5.8350 | .4595 | .7491 |
| X2.6 | 25.8140 | 6.1074 | .5282 | .7338 |
| X2.7 | 25.9070 | 6.6102 | .4009 | .7550 |
| X2.8 | 25.8140 | 5.3455 | .7201 | .6929 |

Reliability Coefficients

N of Cases = 43.0 N of Items = 8

Alpha = .7689

Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN PROMOSI

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| X3.1 | 16.0233 | 2.4518 | .4828 | .6215 |
| X3.2 | 15.5581 | 2.1096 | .5051 | .6082 |
| X3.3 | 15.8372 | 2.4729 | .3666 | .6705 |
| X3.4 | 15.7907 | 2.4075 | .3975 | .6575 |
| X3.5 | 15.6744 | 2.6058 | .4981 | .6250 |

Reliability Coefficients

N of Cases = 43.0 N of Items = 5
 Alpha = .6870

Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN SUPERVISI

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|-----------------------|
| X4.1 | 6.9535 | .7597 | .3678 | .6152 |
| X4.2 | 6.7674 | .7542 | .5119 | .3965 |
| X4.3 | 7.1628 | .8538 | .4117 | .5396 |

Reliability Coefficients

N of Cases = 43.0 N of Items = 3
 Alpha = .6174

Reliability

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN REKAN KERJA

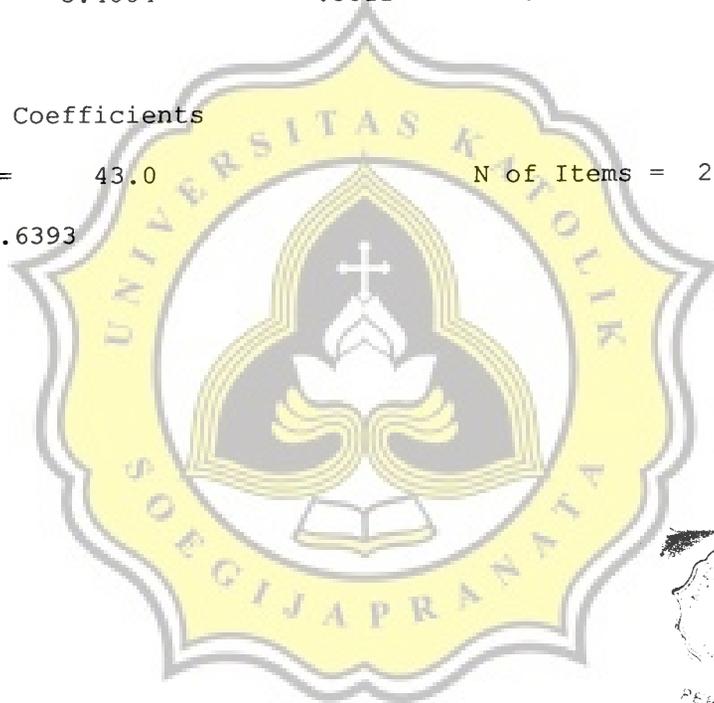
| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total Correlation | Alpha if Item Deleted |
|------|-------------------------------------|---|--|-----------------------------|
| X5.1 | 4.0233 | .3090 | .4708 | . |
| X5.2 | 3.4884 | .3511 | .4708 | . |

Reliability Coefficients

N of Cases = 43.0

N of Items = 2

Alpha = .6393



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LAMPIRAN 4

Hasil Analisis One Way Anova

Oneway

Descriptives

| | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum | |
|-------------------------|------------|------|----------------|------------|----------------------------------|-------------|---------|---------|----|
| | | | | | Lower Bound | Upper Bound | | | |
| KEPUASAN GAJI | 21 - 30 Th | 22 | 7.82 | 1.006 | .215 | 7.37 | 8.26 | 6 | 9 |
| | 31 - 40 th | 18 | 8.33 | 1.495 | .352 | 7.59 | 9.08 | 6 | 10 |
| | > 40 th | 3 | 9.67 | .577 | .333 | 8.23 | 11.10 | 9 | 10 |
| | Total | 43 | 8.16 | 1.290 | .197 | 7.77 | 8.56 | 6 | 10 |
| KEPUASAN PEKERJAAN | 21 - 30 Th | 22 | 28.45 | 2.444 | .521 | 27.37 | 29.54 | 24 | 32 |
| | 31 - 40 th | 18 | 31.22 | 2.365 | .558 | 30.05 | 32.40 | 27 | 35 |
| | > 40 th | 3 | 27.00 | 2.646 | 1.528 | 20.43 | 33.57 | 25 | 30 |
| | Total | 43 | 29.51 | 2.806 | .428 | 28.65 | 30.38 | 24 | 35 |
| KEPUASAN PROMOSI | 21 - 30 Th | 22 | 19.09 | 1.444 | .308 | 18.45 | 19.73 | 17 | 22 |
| | 31 - 40 th | 18 | 20.06 | 2.014 | .475 | 19.05 | 21.06 | 17 | 23 |
| | > 40 th | 3 | 22.33 | 1.155 | .667 | 19.46 | 25.20 | 21 | 23 |
| | Total | 43 | 19.72 | 1.869 | .285 | 19.15 | 20.30 | 17 | 23 |
| KEPUASAN SUPERVISI | 21 - 30 Th | 22 | 10.45 | 1.224 | .261 | 9.91 | 11.00 | 8 | 13 |
| | 31 - 40 th | 18 | 10.33 | 1.283 | .302 | 9.70 | 10.97 | 9 | 13 |
| | > 40 th | 3 | 11.00 | 1.000 | .577 | 8.52 | 13.48 | 10 | 12 |
| | Total | 43 | 10.44 | 1.221 | .186 | 10.07 | 10.82 | 8 | 13 |
| KEPUASAN REKAN KERJA | 21 - 30 Th | 22 | 7.50 | .964 | .205 | 7.07 | 7.93 | 6 | 9 |
| | 31 - 40 th | 18 | 8.17 | .924 | .218 | 7.71 | 8.63 | 7 | 10 |
| | > 40 th | 3 | 7.33 | .577 | .333 | 5.90 | 8.77 | 7 | 8 |
| | Total | 43 | 7.77 | .972 | .148 | 7.47 | 8.07 | 6 | 10 |

ANOVA

| | | Sum of Squares | df | Mean Square | F | Sig. |
|-------------------------|----------------|----------------|----|-------------|-------|------|
| KEPUASAN GAJI | Between Groups | 9.921 | 2 | 4.961 | 3.310 | .047 |
| | Within Groups | 59.939 | 40 | 1.498 | | |
| | Total | 69.860 | 42 | | | |
| KEPUASAN PEKERJAAN | Between Groups | 96.179 | 2 | 48.089 | 8.201 | .001 |
| | Within Groups | 234.566 | 40 | 5.864 | | |
| | Total | 330.744 | 42 | | | |
| KEPUASAN PROMOSI | Between Groups | 31.222 | 2 | 15.611 | 5.410 | .008 |
| | Within Groups | 115.429 | 40 | 2.886 | | |
| | Total | 146.651 | 42 | | | |
| KEPUASAN SUPERVISI | Between Groups | 1.150 | 2 | .575 | .374 | .690 |
| | Within Groups | 61.455 | 40 | 1.536 | | |
| | Total | 62.605 | 42 | | | |
| KEPUASAN REKAN KERJA | Between Groups | 5.008 | 2 | 2.504 | 2.889 | .067 |
| | Within Groups | 34.667 | 40 | .867 | | |
| | Total | 39.674 | 42 | | | |

Post Hoc Tests

Multiple Comparisons

Bonferroni

| Dependent Variable | (I) UMUR | (J) UMUR | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | |
|----------------------|------------|------------|-----------------------|------------|-------|-------------------------|-------------|
| | | | | | | Lower Bound | Upper Bound |
| KEPUASAN GAJI | 21 - 30 Th | 31 - 40 th | -.52 | .389 | .579 | -1.49 | .46 |
| | | > 40 th | -1.85 | .753 | .056 | -3.73 | .03 |
| | 31 - 40 th | 21 - 30 Th | .52 | .389 | .579 | -.46 | 1.49 |
| | | > 40 th | -1.33 | .763 | .265 | -3.24 | .57 |
| | > 40 th | 21 - 30 Th | 1.85 | .753 | .056 | -.03 | 3.73 |
| | | 31 - 40 th | 1.33 | .763 | .265 | -.57 | 3.24 |
| KEPUASAN PEKERJAAN | 21 - 30 Th | 31 - 40 th | -2.77* | .770 | .003 | -4.69 | -.84 |
| | | > 40 th | 1.45 | 1.490 | 1.000 | -2.27 | 5.18 |
| | 31 - 40 th | 21 - 30 Th | 2.77* | .770 | .003 | .84 | 4.69 |
| | | > 40 th | 4.22* | 1.510 | .024 | .45 | 8.00 |
| | > 40 th | 21 - 30 Th | -1.45 | 1.490 | 1.000 | -5.18 | 2.27 |
| | | 31 - 40 th | -4.22* | 1.510 | .024 | -8.00 | -.45 |
| KEPUASAN PROMOSI | 21 - 30 Th | 31 - 40 th | -.96 | .540 | .245 | -2.31 | .38 |
| | | > 40 th | -3.24* | 1.046 | .011 | -5.85 | -.63 |
| | 31 - 40 th | 21 - 30 Th | .96 | .540 | .245 | -.38 | 2.31 |
| | | > 40 th | -2.28 | 1.059 | .113 | -4.92 | .37 |
| | > 40 th | 21 - 30 Th | 3.24* | 1.046 | .011 | .63 | 5.85 |
| | | 31 - 40 th | 2.28 | 1.059 | .113 | -.37 | 4.92 |
| KEPUASAN SUPERVISI | 21 - 30 Th | 31 - 40 th | .12 | .394 | 1.000 | -.86 | 1.11 |
| | | > 40 th | -.55 | .763 | 1.000 | -2.45 | 1.36 |
| | 31 - 40 th | 21 - 30 Th | -.12 | .394 | 1.000 | -1.11 | .86 |
| | | > 40 th | -.67 | .773 | 1.000 | -2.60 | 1.26 |
| | > 40 th | 21 - 30 Th | .55 | .763 | 1.000 | -1.36 | 2.45 |
| | | 31 - 40 th | .67 | .773 | 1.000 | -1.26 | 2.60 |
| KEPUASAN REKAN KERJA | 21 - 30 Th | 31 - 40 th | -.67 | .296 | .089 | -1.41 | .07 |
| | | > 40 th | .17 | .573 | 1.000 | -1.27 | 1.60 |
| | 31 - 40 th | 21 - 30 Th | .67 | .296 | .089 | -.07 | 1.41 |
| | | > 40 th | .83 | .581 | .477 | -.62 | 2.28 |
| | > 40 th | 21 - 30 Th | -.17 | .573 | 1.000 | -1.60 | 1.27 |
| | | 31 - 40 th | -.83 | .581 | .477 | -2.28 | .62 |

*. The mean difference is significant at the .05 level.

Oneway

Descriptives

| | | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
|----------------------|-----------|----|-------|----------------|------------|----------------------------------|-------------|---------|---------|
| | | | | | | Lower Bound | Upper Bound | | |
| KEPUASAN GAJI | Laki-laki | 38 | 8.13 | 1.319 | .214 | 7.70 | 8.57 | 6 | 10 |
| | Perempuan | 5 | 8.40 | 1.140 | .510 | 6.98 | 9.82 | 7 | 10 |
| | Total | 43 | 8.16 | 1.290 | .197 | 7.77 | 8.56 | 6 | 10 |
| KEPUASAN PEKERJAAN | Laki-laki | 38 | 29.66 | 2.684 | .435 | 28.78 | 30.54 | 25 | 35 |
| | Perempuan | 5 | 28.40 | 3.782 | 1.691 | 23.70 | 33.10 | 24 | 33 |
| | Total | 43 | 29.51 | 2.806 | .428 | 28.65 | 30.38 | 24 | 35 |
| KEPUASAN PROMOSI | Laki-laki | 38 | 19.74 | 1.870 | .303 | 19.12 | 20.35 | 17 | 23 |
| | Perempuan | 5 | 19.60 | 2.074 | .927 | 17.03 | 22.17 | 18 | 23 |
| | Total | 43 | 19.72 | 1.869 | .285 | 19.15 | 20.30 | 17 | 23 |
| KEPUASAN SUPERVISI | Laki-laki | 38 | 10.47 | 1.224 | .199 | 10.07 | 10.88 | 8 | 13 |
| | Perempuan | 5 | 10.20 | 1.304 | .583 | 8.58 | 11.82 | 9 | 12 |
| | Total | 43 | 10.44 | 1.221 | .186 | 10.07 | 10.82 | 8 | 13 |
| KEPUASAN REKAN KERJA | Laki-laki | 38 | 7.84 | .945 | .153 | 7.53 | 8.15 | 6 | 10 |
| | Perempuan | 5 | 7.20 | 1.095 | .490 | 5.84 | 8.56 | 6 | 9 |
| | Total | 43 | 7.77 | .972 | .148 | 7.47 | 8.07 | 6 | 10 |

ANOVA

| | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|----------------|----|-------------|-------|------|
| KEPUASAN GAJI | Between Groups | .318 | 1 | .318 | .188 | .667 |
| | Within Groups | 69.542 | 41 | 1.696 | | |
| | Total | 69.860 | 42 | | | |
| KEPUASAN PEKERJAAN | Between Groups | 6.992 | 1 | 6.992 | .885 | .352 |
| | Within Groups | 323.753 | 41 | 7.896 | | |
| | Total | 330.744 | 42 | | | |
| KEPUASAN PROMOSI | Between Groups | .083 | 1 | .083 | .023 | .880 |
| | Within Groups | 146.568 | 41 | 3.575 | | |
| | Total | 146.651 | 42 | | | |
| KEPUASAN SUPERVISI | Between Groups | .331 | 1 | .331 | .218 | .643 |
| | Within Groups | 62.274 | 41 | 1.519 | | |
| | Total | 62.605 | 42 | | | |
| KEPUASAN REKAN KERJA | Between Groups | 1.822 | 1 | 1.822 | 1.973 | .168 |
| | Within Groups | 37.853 | 41 | .923 | | |
| | Total | 39.674 | 42 | | | |

Oneway

Descriptives

| | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum | |
|----------------------|---------|------|----------------|------------|----------------------------------|-------------|---------|---------|----|
| | | | | | Lower Bound | Upper Bound | | | |
| KEPUASAN GAJI | SLTA | 21 | 7.67 | 1.317 | .287 | 7.07 | 8.27 | 6 | 10 |
| | DIPLOMA | 7 | 8.43 | 1.272 | .481 | 7.25 | 9.61 | 6 | 10 |
| | SARJANA | 15 | 8.73 | 1.033 | .267 | 8.16 | 9.31 | 7 | 10 |
| | Total | 43 | 8.16 | 1.290 | .197 | 7.77 | 8.56 | 6 | 10 |
| KEPUASAN PEKERJAAN | SLTA | 21 | 28.71 | 2.704 | .590 | 27.48 | 29.95 | 25 | 35 |
| | DIPLOMA | 7 | 28.57 | 3.359 | 1.270 | 25.46 | 31.68 | 24 | 33 |
| | SARJANA | 15 | 31.07 | 2.086 | .539 | 29.91 | 32.22 | 27 | 35 |
| | Total | 43 | 29.51 | 2.806 | .428 | 28.65 | 30.38 | 24 | 35 |
| KEPUASAN PROMOSI | SLTA | 21 | 19.05 | 1.910 | .417 | 18.18 | 19.92 | 17 | 23 |
| | DIPLOMA | 7 | 19.57 | 1.813 | .685 | 17.90 | 21.25 | 17 | 23 |
| | SARJANA | 15 | 20.73 | 1.438 | .371 | 19.94 | 21.53 | 18 | 23 |
| | Total | 43 | 19.72 | 1.869 | .285 | 19.15 | 20.30 | 17 | 23 |
| KEPUASAN SUPERVISI | SLTA | 21 | 10.71 | 1.189 | .260 | 10.17 | 11.26 | 9 | 13 |
| | DIPLOMA | 7 | 11.14 | 1.069 | .404 | 10.15 | 12.13 | 10 | 13 |
| | SARJANA | 15 | 9.73 | 1.033 | .267 | 9.16 | 10.31 | 8 | 12 |
| | Total | 43 | 10.44 | 1.221 | .186 | 10.07 | 10.82 | 8 | 13 |
| KEPUASAN REKAN KERJA | SLTA | 21 | 7.86 | 1.062 | .232 | 7.37 | 8.34 | 6 | 10 |
| | DIPLOMA | 7 | 7.57 | 1.134 | .429 | 6.52 | 8.62 | 6 | 9 |
| | SARJANA | 15 | 7.73 | .799 | .206 | 7.29 | 8.18 | 7 | 9 |
| | Total | 43 | 7.77 | .972 | .148 | 7.47 | 8.07 | 6 | 10 |

ANOVA

| | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|----------------|----|-------------|-------|------|
| KEPUASAN GAJI | Between Groups | 10.546 | 2 | 5.273 | 3.556 | .038 |
| | Within Groups | 59.314 | 40 | 1.483 | | |
| | Total | 69.860 | 42 | | | |
| KEPUASAN PEKERJAAN | Between Groups | 55.811 | 2 | 27.905 | 4.060 | .025 |
| | Within Groups | 274.933 | 40 | 6.873 | | |
| | Total | 330.744 | 42 | | | |
| KEPUASAN PROMOSI | Between Groups | 25.051 | 2 | 12.526 | 4.120 | .024 |
| | Within Groups | 121.600 | 40 | 3.040 | | |
| | Total | 146.651 | 42 | | | |
| KEPUASAN SUPERVISI | Between Groups | 12.528 | 2 | 6.264 | 5.004 | .011 |
| | Within Groups | 50.076 | 40 | 1.252 | | |
| | Total | 62.605 | 42 | | | |
| KEPUASAN REKAN KERJA | Between Groups | .455 | 2 | .228 | .232 | .794 |
| | Within Groups | 39.219 | 40 | .980 | | |
| | Total | 39.674 | 42 | | | |

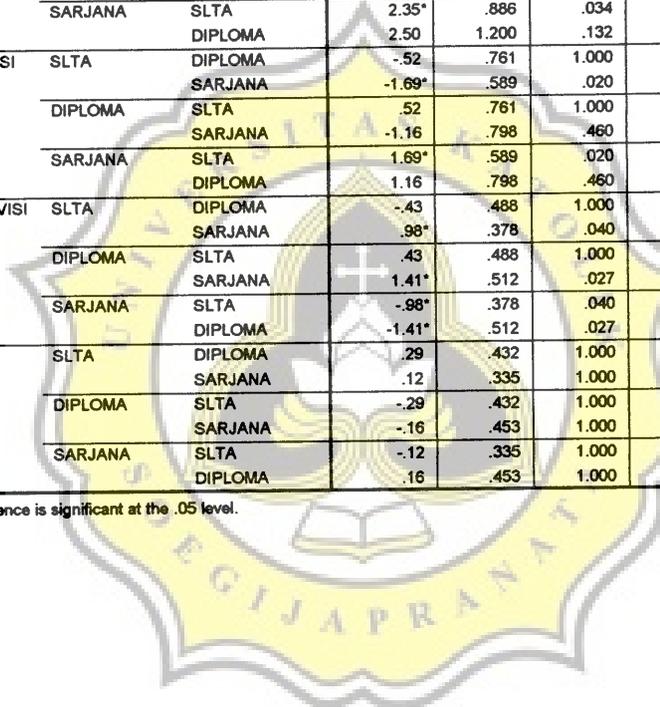
Post Hoc Tests

Multiple Comparisons

Bonferroni

| Dependent Variable | (I) PENDIDIKAN | (J) PENDIDIKAN | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | |
|----------------------|----------------|----------------|-----------------------|------------|-------|-------------------------|-------------|
| | | | | | | Lower Bound | Upper Bound |
| KEPUASAN GAJI | SLTA | DIPLOMA | -.76 | .531 | .478 | -2.09 | .57 |
| | | SARJANA | -1.07* | .412 | .040 | -2.10 | -.04 |
| | DIPLOMA | SLTA | .76 | .531 | .478 | -.57 | 2.09 |
| | | SARJANA | -.30 | .557 | 1.000 | -1.70 | 1.09 |
| | SARJANA | SLTA | 1.07* | .412 | .040 | .04 | 2.10 |
| | | DIPLOMA | .30 | .557 | 1.000 | -1.09 | 1.70 |
| KEPUASAN PEKERJAAN | SLTA | DIPLOMA | .14 | 1.144 | 1.000 | -2.72 | 3.00 |
| | | SARJANA | -2.35* | .886 | .034 | -4.57 | -.14 |
| | DIPLOMA | SLTA | -.14 | 1.144 | 1.000 | -3.00 | 2.72 |
| | | SARJANA | -2.50 | 1.200 | .132 | -5.49 | .50 |
| | SARJANA | SLTA | 2.35* | .886 | .034 | .14 | 4.57 |
| | | DIPLOMA | 2.50 | 1.200 | .132 | -.50 | 5.49 |
| KEPUASAN PROMOSI | SLTA | DIPLOMA | -.52 | .761 | 1.000 | -2.43 | 1.38 |
| | | SARJANA | -1.69* | .589 | .020 | -3.16 | -.21 |
| | DIPLOMA | SLTA | .52 | .761 | 1.000 | -1.38 | 2.43 |
| | | SARJANA | -1.16 | .798 | .460 | -3.16 | .83 |
| | SARJANA | SLTA | 1.69* | .589 | .020 | .21 | 3.16 |
| | | DIPLOMA | 1.16 | .798 | .460 | -.83 | 3.16 |
| KEPUASAN SUPERVISI | SLTA | DIPLOMA | -.43 | .488 | 1.000 | -1.65 | .79 |
| | | SARJANA | .98* | .378 | .040 | .04 | 1.93 |
| | DIPLOMA | SLTA | .43 | .488 | 1.000 | -.79 | 1.65 |
| | | SARJANA | 1.41* | .512 | .027 | .13 | 2.69 |
| | SARJANA | SLTA | -.98* | .378 | .040 | -1.93 | -.04 |
| | | DIPLOMA | -1.41* | .512 | .027 | -2.69 | -.13 |
| KEPUASAN REKAN KERJA | SLTA | DIPLOMA | .29 | .432 | 1.000 | -.79 | 1.37 |
| | | SARJANA | .12 | .335 | 1.000 | -.71 | .96 |
| | DIPLOMA | SLTA | -.29 | .432 | 1.000 | -1.37 | .79 |
| | | SARJANA | -.16 | .453 | 1.000 | -1.29 | .97 |
| | SARJANA | SLTA | -.12 | .335 | 1.000 | -.96 | .71 |
| | | DIPLOMA | .16 | .453 | 1.000 | -.97 | 1.29 |

*. The mean difference is significant at the .05 level.



Oneway

Descriptives

| | | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
|----------------------|------------|----|-------|----------------|------------|----------------------------------|-------------|---------|---------|
| | | | | | | Lower Bound | Upper Bound | | |
| KEPUASAN GAJI | <= 5 th | 29 | 8.21 | 1.082 | .201 | 7.80 | 8.62 | 6 | 10 |
| | 6 - 10 th | 9 | 7.33 | 1.581 | .527 | 6.12 | 8.55 | 6 | 10 |
| | 11 - 15 th | 3 | 9.33 | 1.155 | .667 | 6.46 | 12.20 | 8 | 10 |
| | > 15 th | 2 | 9.50 | .707 | .500 | 3.15 | 15.85 | 9 | 10 |
| | Total | 43 | 8.16 | 1.290 | .197 | 7.77 | 8.56 | 6 | 10 |
| KEPUASAN PEKERJAAN | <= 5 th | 29 | 29.21 | 2.782 | .517 | 28.15 | 30.27 | 24 | 35 |
| | 6 - 10 th | 9 | 31.11 | 2.571 | .857 | 29.13 | 33.09 | 26 | 35 |
| | 11 - 15 th | 3 | 30.33 | .577 | .333 | 28.90 | 31.77 | 30 | 31 |
| | > 15 th | 2 | 25.50 | .707 | .500 | 19.15 | 31.85 | 25 | 26 |
| | Total | 43 | 29.51 | 2.806 | .428 | 28.65 | 30.38 | 24 | 35 |
| KEPUASAN PROMOSI | <= 5 th | 29 | 19.83 | 1.627 | .302 | 19.21 | 20.45 | 17 | 22 |
| | 6 - 10 th | 9 | 19.11 | 1.965 | .655 | 17.60 | 20.62 | 17 | 23 |
| | 11 - 15 th | 3 | 18.33 | 2.309 | 1.333 | 12.60 | 24.07 | 17 | 21 |
| | > 15 th | 2 | 23.00 | .000 | .000 | 23.00 | 23.00 | 23 | 23 |
| | Total | 43 | 19.72 | 1.869 | .285 | 19.15 | 20.30 | 17 | 23 |
| KEPUASAN SUPERVISI | <= 5 th | 29 | 10.45 | 1.213 | .225 | 9.99 | 10.91 | 8 | 13 |
| | 6 - 10 th | 9 | 10.33 | 1.414 | .471 | 9.25 | 11.42 | 9 | 13 |
| | 11 - 15 th | 3 | 10.67 | 1.528 | .882 | 6.87 | 14.46 | 9 | 12 |
| | > 15 th | 2 | 10.50 | .707 | .500 | 4.15 | 16.85 | 10 | 11 |
| | Total | 43 | 10.44 | 1.221 | .186 | 10.07 | 10.82 | 8 | 13 |
| KEPUASAN REKAN KERJA | <= 5 th | 29 | 7.69 | .967 | .180 | 7.32 | 8.06 | 6 | 9 |
| | 6 - 10 th | 9 | 7.89 | 1.054 | .351 | 7.08 | 8.70 | 7 | 10 |
| | 11 - 15 th | 3 | 8.67 | .577 | .333 | 7.23 | 10.10 | 8 | 9 |
| | > 15 th | 2 | 7.00 | .000 | .000 | 7.00 | 7.00 | 7 | 7 |
| | Total | 43 | 7.77 | .972 | .148 | 7.47 | 8.07 | 6 | 10 |

ANOVA

| | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|----------------|----|-------------|-------|------|
| KEPUASAN GAJI | Between Groups | 13.935 | 3 | 4.645 | 3.239 | .032 |
| | Within Groups | 55.925 | 39 | 1.434 | | |
| | Total | 69.860 | 42 | | | |
| KEPUASAN PEKERJAAN | Between Groups | 59.930 | 3 | 19.977 | 2.877 | .048 |
| | Within Groups | 270.814 | 39 | 6.944 | | |
| | Total | 330.744 | 42 | | | |
| KEPUASAN PROMOSI | Between Groups | 30.958 | 3 | 10.319 | 3.479 | .025 |
| | Within Groups | 115.693 | 39 | 2.966 | | |
| | Total | 146.651 | 42 | | | |
| KEPUASAN SUPERVISI | Between Groups | .266 | 3 | .089 | .055 | .983 |
| | Within Groups | 62.339 | 39 | 1.598 | | |
| | Total | 62.605 | 42 | | | |
| KEPUASAN REKAN KERJA | Between Groups | 3.912 | 3 | 1.304 | 1.422 | .251 |
| | Within Groups | 35.762 | 39 | .917 | | |
| | Total | 39.674 | 42 | | | |

Post Hoc Tests

Multiple Comparisons

Bonferroni

| Dependent Variable | (I) MASA KERJA | (J) MASA KERJA | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | | |
|----------------------|----------------|----------------|-----------------------|------------|-------|-------------------------|-------------|-------|
| | | | | | | Lower Bound | Upper Bound | |
| KEPUASAN GAJI | <= 5 th | 6 - 10 th | .87 | .457 | .380 | -.40 | 2.14 | |
| | | 11 - 15 th | -1.13 | .726 | .774 | -3.15 | .89 | |
| | | > 15 th | -1.29 | .875 | .886 | -3.73 | 1.14 | |
| | 6 - 10 th | <= 5 th | 6 - 10 th | -.87 | .457 | .380 | -2.14 | .40 |
| | | 11 - 15 th | 6 - 10 th | -2.00 | .798 | .099 | -4.22 | .22 |
| | | > 15 th | 6 - 10 th | -2.17 | .936 | .156 | -4.77 | .44 |
| | 11 - 15 th | <= 5 th | 11 - 15 th | 1.13 | .726 | .774 | -.89 | 3.15 |
| | | 6 - 10 th | 11 - 15 th | 2.00 | .798 | .099 | -.22 | 4.22 |
| | | > 15 th | 11 - 15 th | -.17 | 1.093 | 1.000 | -3.21 | 2.87 |
| | > 15 th | <= 5 th | > 15 th | 1.29 | .875 | .886 | -1.14 | 3.73 |
| | | 6 - 10 th | > 15 th | 2.17 | .936 | .156 | -.44 | 4.77 |
| | | 11 - 15 th | > 15 th | .17 | 1.093 | 1.000 | -2.87 | 3.21 |
| KEPUASAN PEKERJAAN | <= 5 th | 6 - 10 th | -1.90 | 1.005 | .394 | -4.70 | .89 | |
| | | 11 - 15 th | -1.13 | 1.598 | 1.000 | -5.57 | 3.32 | |
| | | > 15 th | 3.71 | 1.927 | .370 | -1.65 | 9.06 | |
| | 6 - 10 th | <= 5 th | 6 - 10 th | 1.90 | 1.005 | .394 | -.89 | 4.70 |
| | | 11 - 15 th | 6 - 10 th | .78 | 1.757 | 1.000 | -4.11 | 5.66 |
| | | > 15 th | 6 - 10 th | 5.61 | 2.060 | .058 | -.11 | 11.34 |
| | 11 - 15 th | <= 5 th | 11 - 15 th | 1.13 | 1.598 | 1.000 | -3.32 | 5.57 |
| | | 6 - 10 th | 11 - 15 th | -.78 | 1.757 | 1.000 | -5.66 | 4.11 |
| | | > 15 th | 11 - 15 th | 4.83 | 2.406 | .309 | -1.85 | 11.52 |
| | > 15 th | <= 5 th | > 15 th | -3.71 | 1.927 | .370 | -9.06 | 1.65 |
| | | 6 - 10 th | > 15 th | -5.61 | 2.060 | .058 | -11.34 | .11 |
| | | 11 - 15 th | > 15 th | -4.83 | 2.406 | .309 | -11.52 | 1.85 |
| KEPUASAN PROMOSI | <= 5 th | 6 - 10 th | .72 | .657 | 1.000 | -1.11 | 2.54 | |
| | | 11 - 15 th | 1.49 | 1.045 | .963 | -1.41 | 4.40 | |
| | | > 15 th | -3.17 | 1.259 | .096 | -6.67 | .33 | |
| | 6 - 10 th | <= 5 th | 6 - 10 th | -.72 | .657 | 1.000 | -2.54 | 1.11 |
| | | 11 - 15 th | 6 - 10 th | .78 | 1.148 | 1.000 | -2.41 | 3.97 |
| | | > 15 th | 6 - 10 th | -3.89* | 1.346 | .038 | -7.63 | -.15 |
| | 11 - 15 th | <= 5 th | 11 - 15 th | -1.49 | 1.045 | .963 | -4.40 | 1.41 |
| | | 6 - 10 th | 11 - 15 th | -.78 | 1.148 | 1.000 | -3.97 | 2.41 |
| | | > 15 th | 11 - 15 th | -4.67* | 1.572 | .031 | -9.04 | -.30 |
| | > 15 th | <= 5 th | > 15 th | 3.17 | 1.259 | .096 | -.33 | 6.67 |
| | | 6 - 10 th | > 15 th | 3.89* | 1.346 | .038 | .15 | 7.63 |
| | | 11 - 15 th | > 15 th | 4.67* | 1.572 | .031 | .30 | 9.04 |
| KEPUASAN SUPERVISI | <= 5 th | 6 - 10 th | .11 | .482 | 1.000 | -1.23 | 1.46 | |
| | | 11 - 15 th | 6 - 10 th | -.22 | .767 | 1.000 | -2.35 | 1.91 |
| | | > 15 th | 6 - 10 th | -.05 | .924 | 1.000 | -2.62 | 2.52 |
| | 6 - 10 th | <= 5 th | 6 - 10 th | -.11 | .482 | 1.000 | -1.46 | 1.23 |
| | | 11 - 15 th | 6 - 10 th | -.33 | .843 | 1.000 | -2.68 | 2.01 |
| | | > 15 th | 6 - 10 th | -.17 | .988 | 1.000 | -2.91 | 2.58 |
| | 11 - 15 th | <= 5 th | 11 - 15 th | .22 | .767 | 1.000 | -1.91 | 2.35 |
| | | 6 - 10 th | 11 - 15 th | .33 | .843 | 1.000 | -2.01 | 2.68 |
| | | > 15 th | 11 - 15 th | .17 | 1.154 | 1.000 | -3.04 | 3.37 |
| | > 15 th | <= 5 th | > 15 th | .05 | .924 | 1.000 | -2.52 | 2.62 |
| | | 6 - 10 th | > 15 th | .17 | .988 | 1.000 | -2.58 | 2.91 |
| | | 11 - 15 th | > 15 th | -.17 | 1.154 | 1.000 | -3.37 | 3.04 |
| KEPUASAN REKAN KERJA | <= 5 th | 6 - 10 th | -.20 | .365 | 1.000 | -1.21 | .82 | |
| | | 11 - 15 th | 6 - 10 th | -.98 | .581 | .603 | -2.59 | .64 |
| | | > 15 th | 6 - 10 th | .69 | .700 | 1.000 | -1.26 | 2.64 |
| | 6 - 10 th | <= 5 th | 6 - 10 th | .20 | .365 | 1.000 | -.82 | 1.21 |
| | | 11 - 15 th | 6 - 10 th | -.78 | .638 | 1.000 | -2.55 | 1.00 |
| | | > 15 th | 6 - 10 th | .89 | .749 | 1.000 | -1.19 | 2.97 |
| | 11 - 15 th | <= 5 th | 11 - 15 th | .98 | .581 | .603 | -.64 | 2.59 |
| | | 6 - 10 th | 11 - 15 th | .78 | .638 | 1.000 | -1.00 | 2.55 |
| | | > 15 th | 11 - 15 th | 1.67 | .874 | .384 | -.76 | 4.10 |
| | > 15 th | <= 5 th | > 15 th | -.69 | .700 | 1.000 | -2.64 | 1.26 |
| | | 6 - 10 th | > 15 th | -.89 | .749 | 1.000 | -2.97 | 1.19 |
| | | 11 - 15 th | > 15 th | -1.67 | .874 | .384 | -4.10 | .76 |

*. The mean difference is significant at the .05 level.

Oneway

Descriptives

| | | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum |
|----------------------|-------------|----|-------|----------------|------------|----------------------------------|-------------|---------|---------|
| | | | | | | Lower Bound | Upper Bound | | |
| KEPUASAN GAJI | Tidak Kawin | 10 | 8.20 | .919 | .291 | 7.54 | 8.86 | 7 | 10 |
| | Kawin | 33 | 8.15 | 1.395 | .243 | 7.66 | 8.65 | 6 | 10 |
| | Total | 43 | 8.16 | 1.290 | .197 | 7.77 | 8.56 | 6 | 10 |
| KEPUASAN PEKERJA | Tidak Kawin | 10 | 28.40 | 2.836 | .897 | 26.37 | 30.43 | 24 | 34 |
| | Kawin | 33 | 29.85 | 2.751 | .479 | 28.87 | 30.82 | 25 | 35 |
| | Total | 43 | 29.51 | 2.806 | .428 | 28.65 | 30.38 | 24 | 35 |
| KEPUASAN PROMOSI | Tidak Kawin | 10 | 19.70 | 1.418 | .448 | 18.69 | 20.71 | 18 | 22 |
| | Kawin | 33 | 19.73 | 2.004 | .349 | 19.02 | 20.44 | 17 | 23 |
| | Total | 43 | 19.72 | 1.869 | .285 | 19.15 | 20.30 | 17 | 23 |
| KEPUASAN SUPERVISI | Tidak Kawin | 10 | 10.20 | 1.317 | .416 | 9.26 | 11.14 | 8 | 12 |
| | Kawin | 33 | 10.52 | 1.202 | .209 | 10.09 | 10.94 | 9 | 13 |
| | Total | 43 | 10.44 | 1.221 | .186 | 10.07 | 10.82 | 8 | 13 |
| KEPUASAN REKAN KERJA | Tidak Kawin | 10 | 7.70 | 1.059 | .335 | 6.94 | 8.46 | 6 | 9 |
| | Kawin | 33 | 7.79 | .960 | .167 | 7.45 | 8.13 | 6 | 10 |
| | Total | 43 | 7.77 | .972 | .148 | 7.47 | 8.07 | 6 | 10 |

ANOVA

| | | Sum of Squares | df | Mean Square | F | Sig. |
|----------------------|----------------|----------------|----|-------------|-------|------|
| KEPUASAN GAJI | Between Groups | .018 | 1 | .018 | .011 | .919 |
| | Within Groups | 69.842 | 41 | 1.703 | | |
| | Total | 69.860 | 42 | | | |
| KEPUASAN PEKERJA | Between Groups | 16.102 | 1 | 16.102 | 2.098 | .155 |
| | Within Groups | 314.642 | 41 | 7.674 | | |
| | Total | 330.744 | 42 | | | |
| KEPUASAN PROMOSI | Between Groups | .006 | 1 | .006 | .002 | .968 |
| | Within Groups | 146.645 | 41 | 3.577 | | |
| | Total | 146.651 | 42 | | | |
| KEPUASAN SUPERVISI | Between Groups | .762 | 1 | .762 | .505 | .481 |
| | Within Groups | 61.842 | 41 | 1.508 | | |
| | Total | 62.605 | 42 | | | |
| KEPUASAN REKAN KERJA | Between Groups | .059 | 1 | .059 | .061 | .806 |
| | Within Groups | 39.615 | 41 | .966 | | |
| | Total | 39.674 | 42 | | | |

Oneway

Descriptives

| | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | | Minimum | Maximum | |
|-------------------------|-------|------|----------------|------------|----------------------------------|-------------|---------|---------|----|
| | | | | | Lower Bound | Upper Bound | | | |
| KEPUASAN GAJI | 0 | 18 | 8.06 | 1.110 | .262 | 7.50 | 8.61 | 6 | 10 |
| | 1 | 13 | 8.08 | 1.320 | .366 | 7.28 | 8.87 | 6 | 10 |
| | 2 | 4 | 7.25 | 1.893 | .946 | 4.24 | 10.26 | 6 | 10 |
| | >= 3 | 8 | 9.00 | 1.069 | .378 | 8.11 | 9.89 | 7 | 10 |
| | Total | 43 | 8.16 | 1.290 | .197 | 7.77 | 8.56 | 6 | 10 |
| KEPUASAN PEKERJAAN | 0 | 18 | 29.83 | 3.053 | .720 | 28.31 | 31.35 | 24 | 35 |
| | 1 | 13 | 29.23 | 3.059 | .848 | 27.38 | 31.08 | 26 | 35 |
| | 2 | 4 | 30.00 | 2.944 | 1.472 | 25.32 | 34.68 | 26 | 33 |
| | >= 3 | 8 | 29.00 | 2.000 | .707 | 27.33 | 30.67 | 25 | 31 |
| | Total | 43 | 29.51 | 2.806 | .428 | 28.65 | 30.38 | 24 | 35 |
| KEPUASAN PROMOSI | 0 | 18 | 20.11 | 1.323 | .312 | 19.45 | 20.77 | 18 | 22 |
| | 1 | 13 | 18.77 | 1.787 | .496 | 17.69 | 19.85 | 17 | 22 |
| | 2 | 4 | 20.50 | 1.915 | .957 | 17.45 | 23.55 | 19 | 23 |
| | >= 3 | 8 | 20.00 | 2.673 | .945 | 17.77 | 22.23 | 17 | 23 |
| | Total | 43 | 19.72 | 1.869 | .285 | 19.15 | 20.30 | 17 | 23 |
| KEPUASAN SUPERVISI | 0 | 18 | 10.44 | 1.338 | .315 | 9.78 | 11.11 | 8 | 13 |
| | 1 | 13 | 10.54 | 1.127 | .312 | 9.86 | 11.22 | 9 | 13 |
| | 2 | 4 | 10.25 | 1.258 | .629 | 8.25 | 12.25 | 9 | 12 |
| | >= 3 | 8 | 10.38 | 1.302 | .460 | 9.29 | 11.46 | 9 | 12 |
| | Total | 43 | 10.44 | 1.221 | .186 | 10.07 | 10.82 | 8 | 13 |
| KEPUASAN REKAN KERJA | 0 | 18 | 7.50 | .985 | .232 | 7.01 | 7.99 | 6 | 9 |
| | 1 | 13 | 7.77 | .832 | .231 | 7.27 | 8.27 | 6 | 9 |
| | 2 | 4 | 7.25 | .500 | .250 | 6.45 | 8.05 | 7 | 8 |
| | >= 3 | 8 | 8.63 | .916 | .324 | 7.86 | 9.39 | 7 | 10 |
| | Total | 43 | 7.77 | .972 | .148 | 7.47 | 8.07 | 6 | 10 |

ANOVA

| | | Sum of Squares | df | Mean Square | F | Sig. |
|-------------------------|----------------|----------------|----|-------------|-------|------|
| KEPUASAN GAJI | Between Groups | 9.243 | 3 | 3.081 | 1.982 | .133 |
| | Within Groups | 60.618 | 39 | 1.554 | | |
| | Total | 69.860 | 42 | | | |
| KEPUASAN PEKERJAA | Between Groups | 5.936 | 3 | 1.979 | .238 | .870 |
| | Within Groups | 324.808 | 39 | 8.328 | | |
| | Total | 330.744 | 42 | | | |
| KEPUASAN PROMOSI | Between Groups | 17.566 | 3 | 5.855 | 1.769 | .169 |
| | Within Groups | 129.085 | 39 | 3.310 | | |
| | Total | 146.651 | 42 | | | |
| KEPUASAN SUPERVISI | Between Groups | .304 | 3 | .101 | .064 | .979 |
| | Within Groups | 62.300 | 39 | 1.597 | | |
| | Total | 62.605 | 42 | | | |
| KEPUASAN REKAN KERJA | Between Groups | 8.242 | 3 | 2.747 | 3.409 | .027 |
| | Within Groups | 31.433 | 39 | .806 | | |
| | Total | 39.674 | 42 | | | |

Post Hoc Tests

Multiple Comparisons

Bonferroni

| Dependent Variable | (I) JUMLAH TANGGUNGAN | (J) JUMLAH TANGGUNGAN | Mean Difference (I-J) | Std. Error | Sig. | 95% Confidence Interval | |
|----------------------|-----------------------|-----------------------|-----------------------|------------|-------|-------------------------|-------------|
| | | | | | | Lower Bound | Upper Bound |
| KEPUASAN GAJI | 0 | 1 | -.02 | .454 | 1.000 | -1.28 | 1.24 |
| | | 2 | .81 | .689 | 1.000 | -1.11 | 2.72 |
| | | >= 3 | -.94 | .530 | .494 | -2.42 | .53 |
| | 1 | 0 | .02 | .454 | 1.000 | -1.24 | 1.28 |
| | | 2 | .83 | .713 | 1.000 | -1.15 | 2.81 |
| | | >= 3 | -.92 | .560 | .645 | -2.48 | .63 |
| | 2 | 0 | -.81 | .689 | 1.000 | -2.72 | 1.11 |
| | | 1 | -.83 | .713 | 1.000 | -2.81 | 1.15 |
| | | >= 3 | -1.75 | .763 | .164 | -3.87 | .37 |
| | >= 3 | 0 | .94 | .530 | .494 | -.53 | 2.42 |
| | | 1 | .92 | .560 | .645 | -.63 | 2.48 |
| | | 2 | 1.75 | .763 | .164 | -.37 | 3.87 |
| KEPUASAN PEKERJAAN | 0 | 1 | .60 | 1.050 | 1.000 | -2.32 | 3.52 |
| | | 2 | -.17 | 1.595 | 1.000 | -4.60 | 4.27 |
| | | >= 3 | .83 | 1.226 | 1.000 | -2.58 | 4.24 |
| | 1 | 0 | -.60 | 1.050 | 1.000 | -3.52 | 2.32 |
| | | 2 | -.77 | 1.650 | 1.000 | -5.36 | 3.82 |
| | | >= 3 | .23 | 1.297 | 1.000 | -3.37 | 3.84 |
| | 2 | 0 | .17 | 1.595 | 1.000 | -4.27 | 4.60 |
| | | 1 | .77 | 1.650 | 1.000 | -3.82 | 5.36 |
| | | >= 3 | 1.00 | 1.767 | 1.000 | -3.91 | 5.91 |
| | >= 3 | 0 | -.83 | 1.226 | 1.000 | -4.24 | 2.58 |
| | | 1 | -.23 | 1.297 | 1.000 | -3.84 | 3.37 |
| | | 2 | -1.00 | 1.767 | 1.000 | -5.91 | 3.91 |
| KEPUASAN PROMOSI | 0 | 1 | 1.34 | .662 | .298 | -.50 | 3.18 |
| | | 2 | -.39 | 1.006 | 1.000 | -3.18 | 2.41 |
| | | >= 3 | .11 | .773 | 1.000 | -2.04 | 2.26 |
| | 1 | 0 | -1.34 | .662 | .298 | -3.18 | .50 |
| | | 2 | -1.73 | 1.040 | .625 | -4.62 | 1.16 |
| | | >= 3 | -1.23 | .818 | .842 | -3.50 | 1.04 |
| | 2 | 0 | .39 | 1.006 | 1.000 | -2.41 | 3.18 |
| | | 1 | 1.73 | 1.040 | .625 | -1.16 | 4.62 |
| | | >= 3 | .50 | 1.114 | 1.000 | -2.60 | 3.60 |
| | >= 3 | 0 | -.11 | .773 | 1.000 | -2.26 | 2.04 |
| | | 1 | 1.23 | .818 | .842 | -1.04 | 3.50 |
| | | 2 | -.50 | 1.114 | 1.000 | -3.60 | 2.60 |
| KEPUASAN SUPERVISI | 0 | 1 | -.09 | .460 | 1.000 | -1.37 | 1.18 |
| | | 2 | .19 | .699 | 1.000 | -1.75 | 2.14 |
| | | >= 3 | .07 | .537 | 1.000 | -1.42 | 1.56 |
| | 1 | 0 | .09 | .460 | 1.000 | -1.18 | 1.37 |
| | | 2 | .29 | .723 | 1.000 | -1.72 | 2.30 |
| | | >= 3 | .16 | .568 | 1.000 | -1.42 | 1.74 |
| | 2 | 0 | -.19 | .699 | 1.000 | -2.14 | 1.75 |
| | | 1 | -.29 | .723 | 1.000 | -2.30 | 1.72 |
| | | >= 3 | -.13 | .774 | 1.000 | -2.28 | 2.03 |
| | >= 3 | 0 | -.07 | .537 | 1.000 | -1.56 | 1.42 |
| | | 1 | -.16 | .568 | 1.000 | -1.74 | 1.42 |
| | | 2 | .13 | .774 | 1.000 | -2.03 | 2.28 |
| KEPUASAN REKAN KERJA | 0 | 1 | -.27 | .327 | 1.000 | -1.18 | .64 |
| | | 2 | .25 | .496 | 1.000 | -1.13 | 1.63 |
| | | >= 3 | -1.13* | .381 | .032 | -2.19 | -.06 |
| | 1 | 0 | .27 | .327 | 1.000 | -.64 | 1.18 |
| | | 2 | .52 | .513 | 1.000 | -.91 | 1.95 |
| | | >= 3 | -.86 | .403 | .242 | -1.98 | .27 |
| | 2 | 0 | -.25 | .496 | 1.000 | -1.63 | 1.13 |
| | | 1 | -.52 | .513 | 1.000 | -1.95 | .91 |
| | | >= 3 | -1.38 | .550 | .100 | -2.90 | .15 |
| | >= 3 | 0 | 1.13* | .381 | .032 | .06 | 2.19 |
| | | 1 | .86 | .403 | .242 | -.27 | 1.98 |
| | | 2 | 1.38 | .550 | .100 | -.15 | 2.90 |

*. The mean difference is significant at the .05 level.

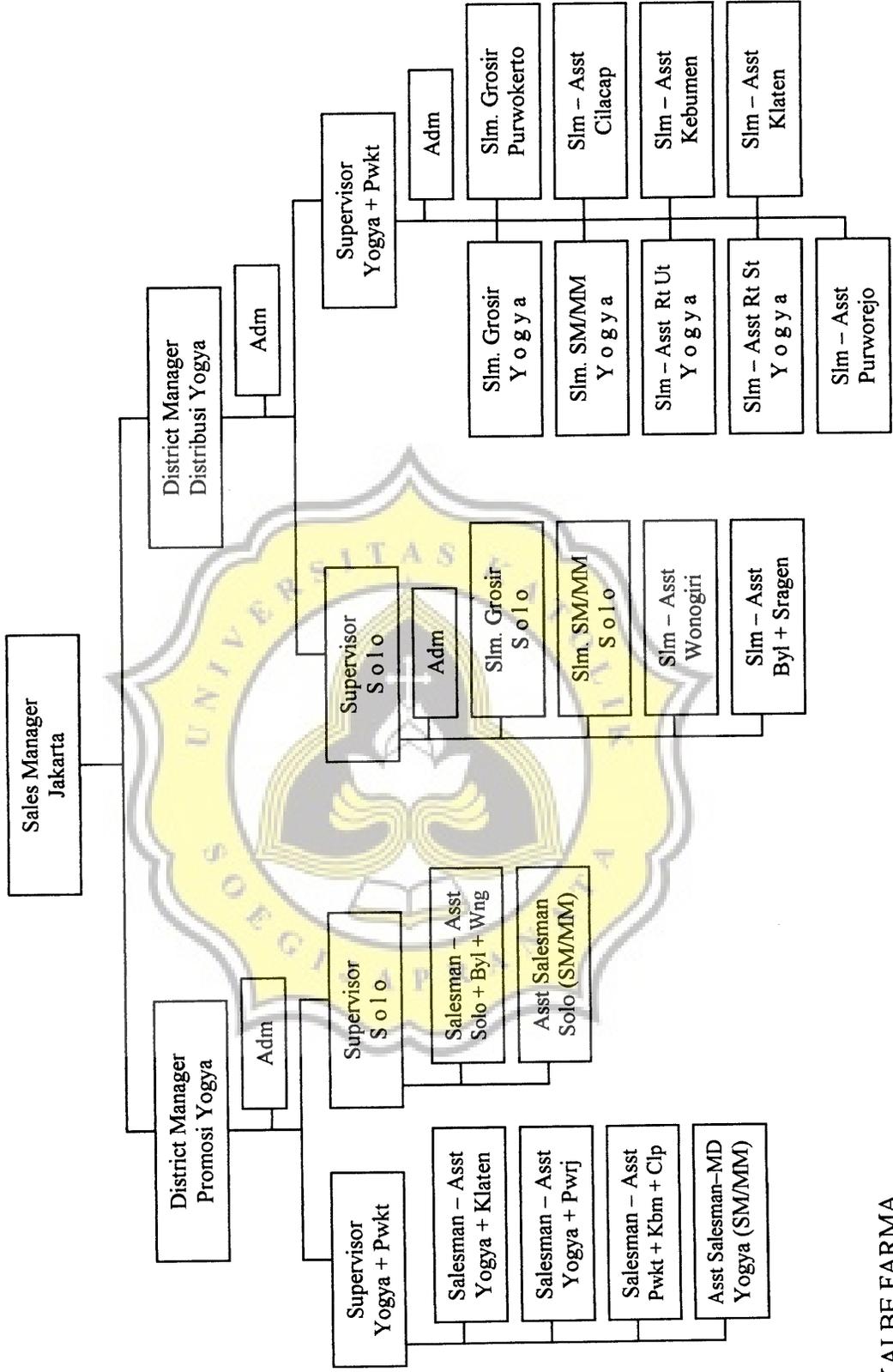


LAMPIRAN 5

**Struktur Organisasi PT. KALBE FARMA
Team Promosi dan Distribusi
Cabang Yogyakarta**



Struktur Organisasi PT. KALBE FARMA Team Promosi dan Distribusi Cabang Yogyakarta



Sumber: PT. KALBE FARMA



LAMPIRAN 6

Kartu Bimbingan Skripsi



BUKU KONSULTASI SKRIPSI

NAMA : ANDREA KRISTIANI

NIM : 98 30 3437

JUDUL :

PERBEDAAN PERUSAHAAN PERJA BERDASARKAN

KARAKTERISTIK INDIVIDUAL

(STUDI KASUS PADA KARYAWAN PT. CALBE FARMA
YOGYAKARTA)

PERIODE

Dosen Pembimbing : I. Ferjani, MS- HRM

II.

Dosen Wali : Dra Dwi Haryu, MBA



CATATAN KONSULTASI

| MATERI | TGL. | KETERANGAN | PARAF PEMBIMBING |
|--------------------|------|---|---|
| Kesimpulan & Saran | I | Dikan kesimpulan : keputusan karyawan (over all). |  |
| | II | | |
| | III | | |
| | IV | | |
| | V | | |
| | VI | | |

CATATAN KONSULTASI

| MATERI | TGL. | KETERANGAN | PARAF PEMBIMBING |
|---|------|---|---|
| Kelengkapan Ujian Kata Pengantar Daftar Isi Lampiran Daftar Pustaka | I | lengkap seluruh per syarahan utk penonmpulan skripsi. |  |
| | II | Ace utk ikut ujian kompre |  |
| | III | | |
| | IV | | |
| | V | | |
| | VI | | |



LAMPIRAN 7

Surat Keterangan Survei

Marketing Office :
Gedung Enseval
Jl. Jend. Suprpto, Jakarta 10510
Box 3105 JAK Jakarta, Indonesia
Telp: (021) 42873888 - 89
(021) 42873680

Branch Office :
Gedung Enseval
Jl. Magelang Km. 5 (Depan TVRI) Yogyakarta
Telp: (0274) 624530, 624532, 624534
Fax : (0274) 565677

SURAT KETERANGAN

Yang bertandatangan dibawah ini :

Nama : **Budiranto Sumin**
Jabatan : **Distric Manager**
PT. Kalbe Farma OTC – Yogyakarta
Alamat : **Gedung ENSEVAL**
Jl. Magelang Km.5
Sinduadi – Mlati, Sleman

menerangkan bahwa Mahasiswi dibawah ini :

Nama : **Andrea Kristiarini**
NIM : **98.30.3437**
Fakultas : **Ekonomi**
Jurusan : **Manajemen**
Alamat : **Jl. Karang Rejo Barat No.43**
Tinjomoyo – Semarang

adalah benar telah melaksanakan penelitian pada bulan Maret s/d Juni 2003 guna penyusunan SKRIPSI dengan judul **“Perbedaan Kepuasan Kerja Berdasarkan Karakteristik Individual”**.

Demikian surat keterangan ini dibuat untuk digunakan sebagaimana mestinya.


Budiranto Sumin
Distric Manager

LAMPIRAN 8

Surat Keaslian Skripsi

