

LAMPIRAN I



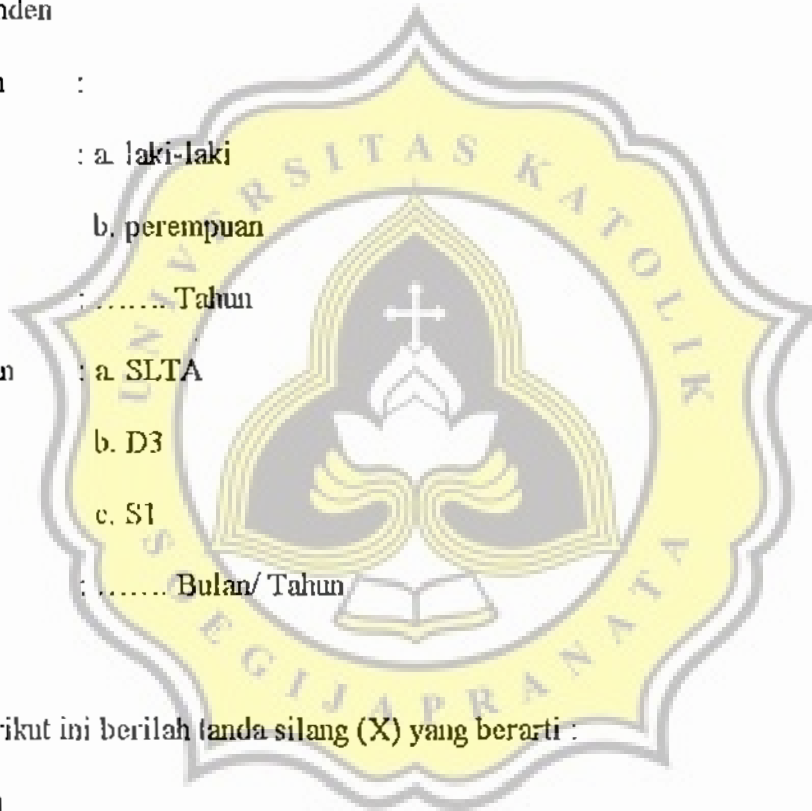
KUESIONER

Petunjuk pengisian :

Isilah pertanyaan (Karakteristik Responden) dengan memberikan tanda silang (X) pada jawaban yang sesuai dengan keadaan sebenarnya.

I. Karakteristik Responden

1. Nomor Responden :
2. Jenis Kelamin : a. laki-laki
b. perempuan
3. Umur : Tahun
4. Tingkat Pendidikan : a. SLTA
b. D3
c. S1
5. Masa Kerja : Bulan/ Tahun



II. Untuk pertanyaan berikut ini berilah tanda silang (X) yang berarti :

- SS : Sangat Setuju
S : Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

8. Pertambahan kompensasi dan fasilitas yang diperoleh dari promosi jabatan, sudah sebanding dengan pertambahan beban kerjanya.

- a. SS b. S c. TS d. STS

9. Supervisor bersikap adil dalam proses penilaian kerja kerja.

- a. SS b. S c. TS d. STS

10. Supervisor telah berlaku adil dalam pengawasaan kerja.

- a. SS b. S c. TS d. STS

11. Dengan pengalaman kerja yang saya miliki, berhak mendapat promosi jabatan.

- a. SS b. S c. TS d. STS

12. Semua karyawan memperoleh kesempatan yang sama dalam menerima promosi jabatan.

- a. SS b. S c. TS d. STS

KEPUASAN KERJA

13. Seandainya ada kesempatan kerja yang lebih baik, saya ingin pindah kerja.

- a. SS b. S c. TS d. STS

14. Secara umum, saya merasa senang bekerja di perusahaan ini.

- a. SS b. S c. TS d. STS

15. Saya sering datang terlambat.

- a. SS b. S c. TS d. STS

16. Fasilitas kerja yang diberikan oleh perusahaan sudah cukup memadai.

- a. SS b. S c. TS d. STS

17. Kondisi kerja di perusahaan ini, kurang memacu saya untuk berprestasi kerja maximal.

- a. SS b. S c. TS d. STS

18. Saya merasa cocok dan mantap bekerja pada perusahaan ini.

- a. SS b. S c. TS d. STS





LAMPIRAN 2

x01	x02	x03	x04	x05	x06	x07	x08	x09	x10	x11	x12	x13	x14	x15	x16	x17
2	3	3	2	3	2	3	3	3	3	3	2	2	3	2	3	3
2	2	2	2	2	2	1	2	2	2	2	3	3	2	2	1	2
1	3	3	1	2	1	1	3	3	1	3	3	3	2	1	2	3
2	3	2	2	2	2	2	3	2	2	2	2	3	2	2	3	2
4	3	2	2	2	3	2	2	2	2	2	2	2	3	3	3	3
1	1	1	1	4	3	1	1	3	1	1	3	4	2	2	2	3
3	4	4	3	3	3	3	3	3	3	3	3	2	2	3	3	2
4	3	3	2	3	2	4	4	4	4	4	4	3	4	2	4	4
3	2	4	3	3	3	3	2	2	3	2	3	1	4	3	4	2
3	2	4	3	2	3	4	4	4	4	3	4	2	3	3	2	3
4	4	4	4	4	3	2	3	2	2	3	2	1	2	2	4	2
2	2	2	2	2	2	2	3	2	2	3	2	3	3	2	3	3
2	2	3	2	2	2	2	3	2	2	3	2	3	3	2	2	3
1	1	3	2	2	1	1	2	1	1	2	1	4	2	1	1	2
4	1	4	4	4	4	1	1	2	1	3	1	1	4	2	1	2
2	2	3	2	2	2	2	2	2	2	2	2	2	3	2	2	3
1	1	3	2	1	1	2	1	1	1	1	1	4	2	1	1	2
1	1	1	1	1	1	1	2	1	1	2	1	4	3	1	1	3
1	1	2	1	1	1	1	2	1	1	2	2	3	1	2	1	1
1	1	2	1	1	1	2	3	2	2	2	2	2	4	1	2	3
2	2	2	3	2	2	1	2	1	1	2	1	3	3	2	2	3
2	2	1	2	2	2	1	3	1	1	3	1	3	3	2	2	3
2	2	2	2	2	2	3	3	3	3	3	3	3	3	2	2	3
2	1	2	2	2	2	1	1	1	1	3	1	3	2	2	2	2
2	1	2	2	2	2	1	2	1	1	2	1	4	2	2	1	2
3	1	1	2	1	3	1	3	1	1	3	1	2	2	1	1	2
4	2	2	4	1	4	2	2	2	2	2	2	3	3	3	4	3
1	1	2	1	1	1	1	2	1	1	2	1	3	3	1	1	3
3	4	3	3	3	3	4	3	4	4	3	4	1	3	4	4	3
1	1	1	1	1	1	1	1	1	1	1	1	4	1	1	2	1
2	2	2	2	2	2	1	2	1	1	2	1	3	4	2	1	4



x18	vx1	vx2	vy
2	15	17	13
2	12	12	9
2	11	14	10
2	13	13	11
3	16	12	15
2	11	10	11
2	20	18	12
4	17	24	18
2	18	15	15
3	17	23	14
2	23	14	12
3	12	14	14
3	13	14	13
2	10	8	8
2	21	9	11
3	13	12	13
2	9	7	8
3	6	8	11
1	7	9	6
2	7	13	12
3	13	8	13
3	11	10	13
2	12	18	12
1	11	8	9
2	11	8	9
1	11	10	7
2	17	12	15
3	7	8	11
2	19	22	16
1	6	6	6
2	12	8	13



x01	x02	x03	x04	x05	x06	x07	x08	x09	x10	x11	x12	x13	x14	x15	x16	x17
4	3	3	2	3	4	3	3	3	3	3	3	2	4	2	4	4
1	1	2	1	1	1	2	2	2	2	2	2	3	3	1	2	3
1	3	3	1	2	1	3	3	3	3	3	3	3	2	1	1	2
2	2	2	2	2	2	2	3	2	2	3	2	2	3	2	2	3
2	2	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2
2	2	2	2	2	3	2	2	2	2	2	2	3	2	2	1	2
1	1	1	1	1	1	2	3	4	1	3	1	3	2	1	1	2
1	1	1	1	1	1	3	1	1	1	1	3	4	1	1	2	1
2	2	2	2	2	3	2	2	3	1	2	1	3	4	2	1	4



x18	vx1	vx2	wy
3	19	18	17
2	7	12	11
2	11	18	8
3	12	14	13
2	12	12	11
3	13	12	10
1	6	14	7
1	6	10	6
2	13	11	13





LAMPIRAN 3

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEADILAN DALAM KOMPENSASI

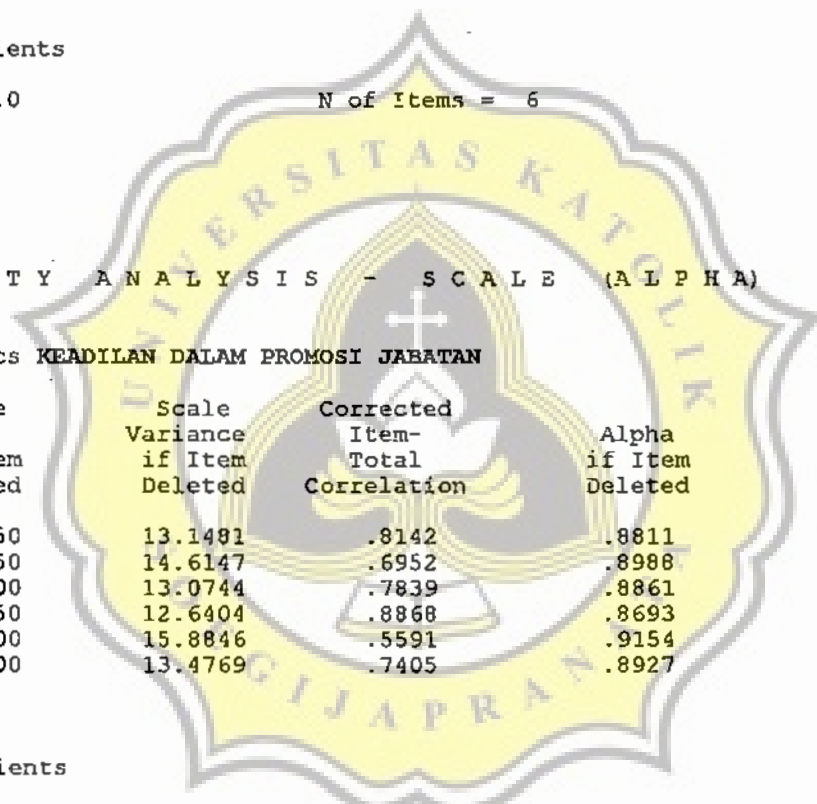
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X01	10.4000	12.5026	.8103	.8469
X02	10.5500	14.4590	.5866	.8844
X03	10.1750	14.4045	.6097	.8805
X04	10.5000	13.8462	.7807	.8545
X05	10.4750	14.2558	.6896	.8681
X06	10.4000	13.5795	.7377	.8600

Reliability Coefficients

N of Cases = 40.0

N of Items = 6

Alpha = .8860



RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEADILAN DALAM PROMOSI JABATAN

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X07	10.6750	13.1481	.8142	.8811
X08	10.2750	14.6147	.6952	.8988
X09	10.5500	13.0744	.7839	.8861
X10	10.7750	12.6404	.8868	.8693
X11	10.2500	15.8846	.5591	.9154
X12	10.6000	13.4769	.7405	.8927

Reliability Coefficients

N of Cases = 40.0

N of Items = 6

Alpha = .9081

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN KERJA (1)

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X13	11.4000	9.0667	-.4993*	.7689
X14	11.4750	4.5122	.5365	.2781
X15	12.2750	5.5891	.3207	.4172
X16	12.0750	4.7891	.3884	.4280
X17	11.5750	4.3532	.6890	.2058
X18	11.9500	4.7667	.6073	.2737

Reliability Coefficients

N of Cases = 40.0

N of Items = 6

Alpha = .4931

RELIABILITY ANALYSIS - SCALE (ALPHA)

Item-total Statistics KEPUASAN KERJA (2)

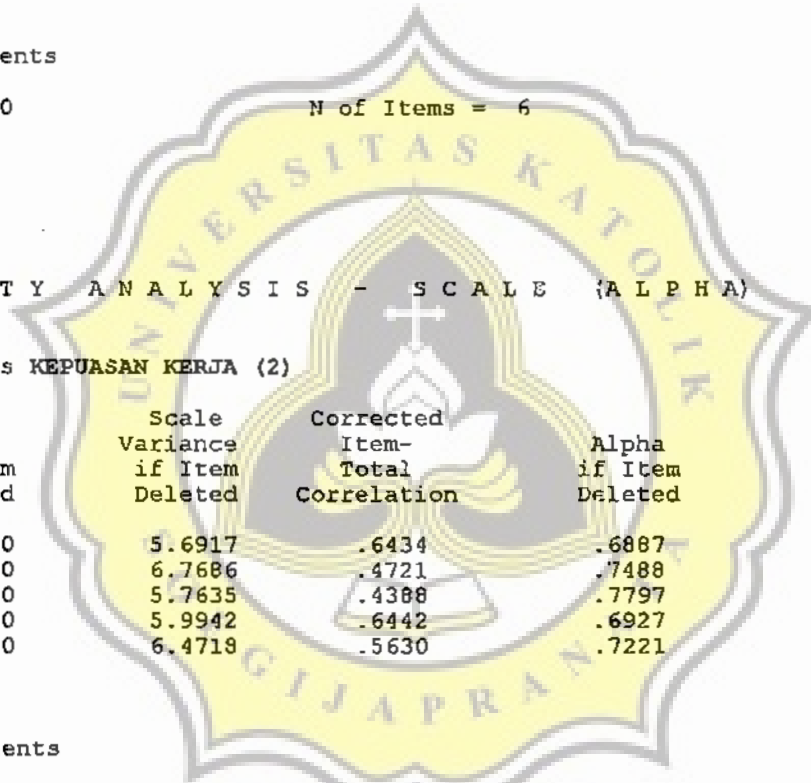
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Alpha if Item Deleted
X14	8.7250	5.6917	.6434	.6887
X15	9.5250	6.7686	.4721	.7488
X16	9.3250	5.7635	.4388	.7797
X17	8.8250	5.9942	.6442	.6927
X18	9.2000	6.4718	.5630	.7221

Reliability Coefficients

N of Cases = 40.0

N of Items = 5

Alpha = .7689



X01

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	6	15.0	15.0	15.0
	3	5	12.5	12.5	27.5
	2	16	40.0	40.0	67.5
	1	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X02

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	7	17.5	17.5	25.0
	2	15	37.5	37.5	62.5
	1	15	37.5	37.5	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X03

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	5	12.5	12.5	12.5
	3	10	25.0	25.0	37.5
	2	18	45.0	45.0	82.5
	1	7	17.5	17.5	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X04

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	5	12.5	12.5	20.0
	2	21	52.5	52.5	72.5
	1	11	27.5	27.5	100.0
	Total	40	100.0	100.0	
Valid cases	40	Missing cases	0		

X05

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	6	15.0	15.0	22.5
	2	20	50.0	50.0	72.5
	1	11	27.5	27.5	100.0
	Total	40	100.0	100.0	
Valid cases	40	Missing cases	0		

X06

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	10	25.0	25.0	32.5
	2	15	37.5	37.5	70.0
	1	12	30.0	30.0	100.0
	Total	40	100.0	100.0	
Valid cases	40	Missing cases	0		

X07

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	7	17.5	17.5	25.0
	2	15	37.5	37.5	62.5
	1	15	37.5	37.5	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X08

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	2	5.0	5.0	5.0
	3	16	40.0	40.0	45.0
	2	16	40.0	40.0	85.0
	1	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X09

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	4	10.0	10.0	10.0
	3	8	20.0	20.0	30.0
	2	15	37.5	37.5	67.5
	1	13	32.5	32.5	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0



x10

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	6	15.0	15.0	22.5
	2	13	32.5	32.5	55.0
	1	18	45.0	45.0	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

x11

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	1	2.5	2.5	2.5
	3	17	42.5	42.5	45.0
	2	18	45.0	45.0	90.0
	1	4	10.0	10.0	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

x12

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	7.5	7.5	7.5
	3	9	22.5	22.5	30.0
	2	14	35.0	35.0	65.0
	1	14	35.0	35.0	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X14

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	7	17.5	17.5	17.5
	3	16	40.0	40.0	57.5
	2	14	35.0	35.0	92.5
	1	3	7.5	7.5	100.0
	Total	40	100.0	100.0	
Valid cases	40	Missing cases	0		

X15

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	1	2.5	2.5	2.5
	3	5	12.5	12.5	15.0
	2	22	55.0	55.0	70.0
	1	12	30.0	30.0	100.0
	Total	40	100.0	100.0	
Valid cases	40	Missing cases	0		

X16

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	6	15.0	15.0	15.0
	3	5	12.5	12.5	27.5
	2	15	37.5	37.5	65.0
	1	14	35.0	35.0	100.0
	Total	40	100.0	100.0	
Valid cases	40	Missing cases	0		

X17

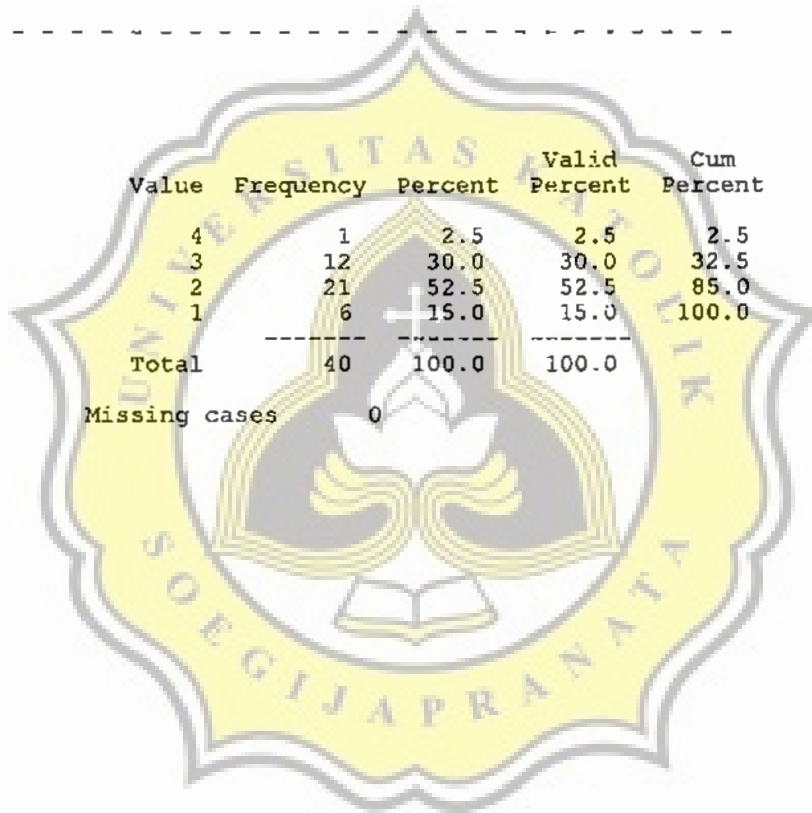
Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	4	10.0	10.0	10.0
	3	18	45.0	45.0	55.0
	2	15	37.5	37.5	92.5
	1	3	7.5	7.5	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0

X18

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	1	2.5	2.5	2.5
	3	12	30.0	30.0	32.5
	2	21	52.5	52.5	85.0
	1	6	15.0	15.0	100.0
	Total	40	100.0	100.0	

Valid cases 40 Missing cases 0



LAMPIRAN 4



***** MULTIPLE REGRESSION *****

Listwise Deletion of Missing Data

Equation Number 1 Dependent Variable.. VY Kepuasan Kerja

Block Number 1. Method: Enter VX1

Variable(s) Entered on Step Number
 1.. VX1 Keadilan dalam Kompensasi

Multiple R .43035
 R Square .18520
 Adjusted R Square .16376
 Standard Error 1.62730

Analysis of Variance

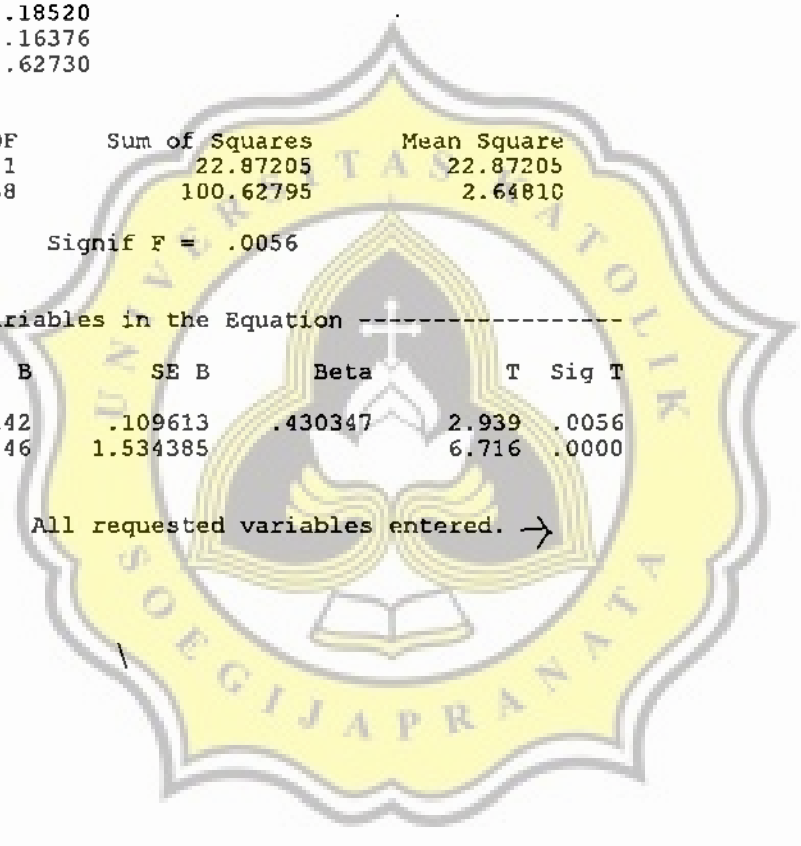
	DF	Sum of Squares	Mean Square
Regression	1	22.87205	22.87205
Residual	38	100.62795	2.64810

F = 8.63714 Signif F = .0056

----- Variables in the Equation -----

Variable	B	SE B	Beta	T	Sig T
VX1	.322142	.109613	.430347	2.939	.0056
(Constant)	10.304446	1.534385		6.716	.0000

End Block Number 1 All requested variables entered. →



***** MULTIPLE REGRESSION *****

Listwise Deletion of Missing Data

Equation Number 1 Dependent Variable.. VY Kepuasan Kerja

Block Number 1. Method: Enter VX2

Variable(s) Entered on Step Number
 1.. VX2 Keadilan dalam Promosi Jabatan

Multiple R .48029
 R Square .23068
 Adjusted R Square .21043
 Standard Error 1.58123

Analysis of Variance

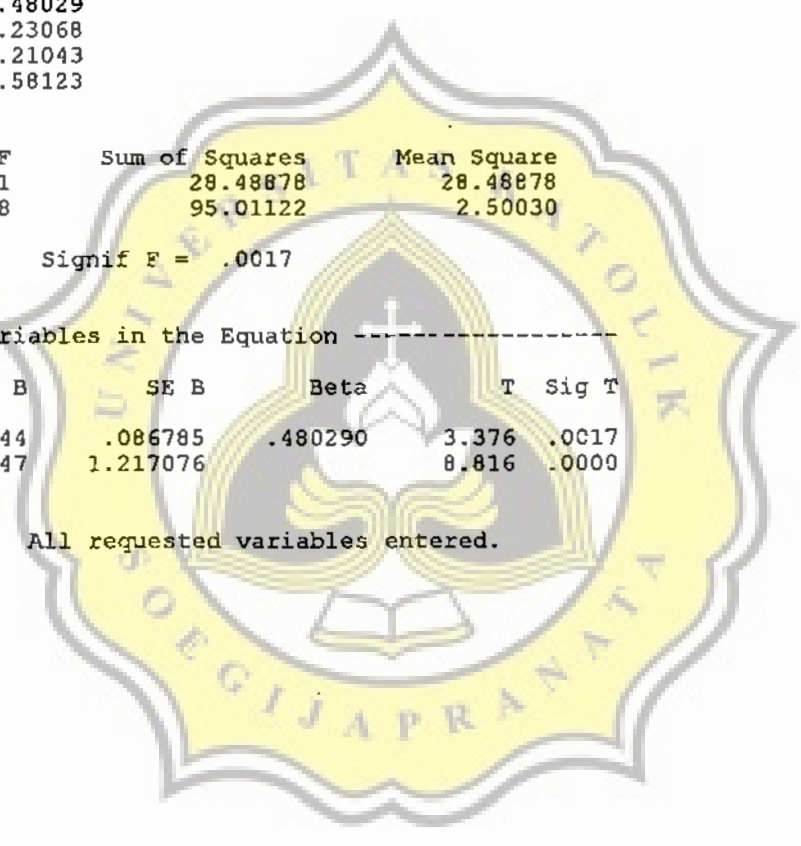
	DF	Sum of Squares	Mean Square
Regression	1	28.48878	28.48878
Residual	38	95.01122	2.50030

F = 11.39417 Signif F = .0017

----- Variables in the Equation -----

Variable	B	SE B	Beta	T	Sig T
VX2	.292944	.086785	.480290	3.376	.0017
(Constant)	10.729347	1.217076		8.816	.0000

End Block Number 1 All requested variables entered.



*** MULTIPLE REGRESSION ***

Listwise Deletion of Missing Data

Equation Number 1 Dependent Variable.. VY Kepuasan Kerja

Block Number 1. Method: Enter VX1 VX2

Variable(s) Entered on Step Number

1.. VX2 Keadilan dalam Promosi Jabatan
2.. VX1 Keadilan dalam Kompensasi

Multiple R .70875
R Square .50233
Adjusted R Square .47542
Standard Error 2.18086

Analysis of Variance

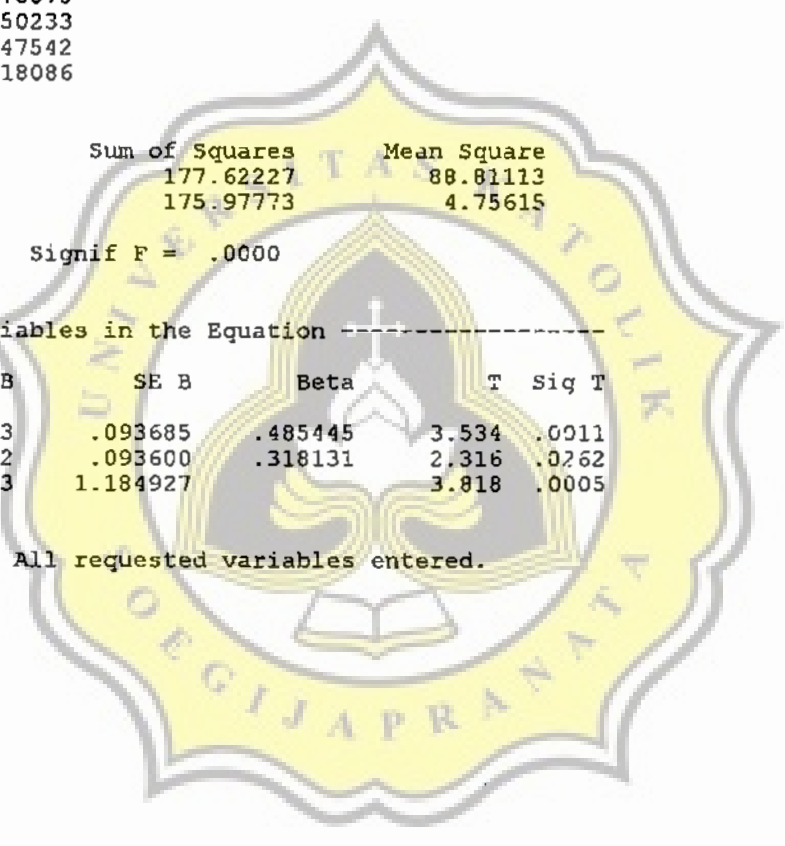
	DF	Sum of Squares	Mean Square
Regression	2	177.62227	88.81113
Residual	37	175.97773	4.75615

F = 18.67289 Signif F = .0000

----- Variables in the Equation -----

Variable	B	SE B	Beta	T	Sig T
VX1	.331123	.093685	.485445	3.534	.0011
VX2	.216802	.093600	.318131	2.316	.0262
(Constant)	4.523843	1.184927		3.818	.0005

End Block Number 1 All requested variables entered.



- - Correlation Coefficients - -

	VX1	VX2	VY
VX1	1.0000 (40) P= .	.3024 (40) P= .058	.4303 (40) P= .006
VX2	.3024 (40) P= .058	1.0000 (40) P= .	.4803 (40) P= .002
VY	.4303 (40) P= .006	.4803 (40) P= .002	1.0000 (40) P= .

(Coefficient / (Cases) / 2-tailed Significance)

" . " is printed if a coefficient cannot be computed

Keterangan :

- VX1 = Keadilan dalam Kompensasi
- VX2 = Keadilan dalam Promosi Jabatan
- VY = Kepuasan Kerja



LAMPIRAN 5



TABEL II
NILAI-NILAI DISTRIBUSI t

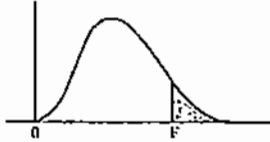
dk	α Untuk Uji Dua Pihak					
	0,50	0,20	0,10	0,05	0,02	0,01
	α Untuk Uji Satu Pihak					
	0,25	0,10	0,05	0,025	0,01	0,005
1	1,000	3,078	6,314	12,706	31,821	63,657
2	0,816	1,886	2,920	4,303	6,965	9,925
3	0,765	1,638	2,353	3,142	4,541	5,841
4	0,741	1,533	2,132	2,776	3,747	4,604
5	0,727	1,476	2,015	2,571	3,365	4,032
6	0,718	1,440	1,943	2,447	3,143	3,702
7	0,711	1,415	1,895	2,365	2,998	3,499
8	0,706	1,397	1,860	2,306	2,896	3,355
9	0,703	1,383	1,833	2,262	2,821	3,250
10	0,700	1,372	1,812	2,228	2,764	3,169
11	0,697	1,363	1,796	2,201	2,718	3,106
12	0,695	1,356	1,782	2,178	2,681	3,056
13	0,694	1,350	1,771	2,160	2,650	3,012
14	0,692	1,345	1,761	2,145	2,624	2,977
15	0,691	1,341	1,753	2,132	2,603	2,947
16	0,690	1,337	1,746	2,120	2,583	2,921
17	0,689	1,332	1,740	2,110	2,567	2,898
18	0,688	1,329	1,734	2,101	2,552	2,878
19	0,688	1,328	1,729	2,093	2,539	2,861
20	0,687	1,325	1,725	2,086	2,528	2,845
21	0,686	1,323	1,721	2,080	2,518	2,831
22	0,686	1,321	1,717	2,074	2,508	2,819
23	0,685	1,319	1,714	2,069	2,500	2,807
24	0,685	1,318	1,711	2,065	2,492	2,797
25	0,684	1,316	1,708	2,060	2,485	2,787
26	0,684	1,315	1,706	2,056	2,479	2,779
27	0,684	1,314	1,703	2,052	2,473	2,771
28	0,683	1,313	1,701	2,048	2,467	2,763
29	0,683	1,311	1,699	2,045	2,462	2,756
30	0,683	1,310	1,697	2,042	2,457	2,750
40	0,681	1,303	1,684	2,021	2,423	2,704
60	0,679	1,296	1,671	2,000	2,390	2,660
120	0,677	1,289	1,656	1,980	2,358	2,617
	0,674	1,282	1,645	1,960	2,326	2,576



LAMPIRAN 6

TADEL XII Distribusi F

Cetak biasa = 5%
Cetak kursif = 1%



Derajat bebas bagi pembagi (v_2)	Derajat bebas bagi pembilang (v_1)																											
	1	2	3	4	5	6	7	8	9	10	11	12	14	16	20	24	30	40	50	75	100	200	300	∞				
1	161	200	216	222	230	234	237	239	241	242	243	244	245	246	248	249	250	251	252	253	253	254	254	254	254			
2	18,61	12,60	10,16	9,25	10,30	10,58	10,76	10,87	10,93	10,97	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99	10,99				
3	10,13	9,85	9,78	9,72	9,61	9,54	9,48	9,44	9,41	9,38	9,36	9,34	9,32	9,30	9,28	9,26	9,24	9,22	9,20	9,18	9,16	9,14	9,12	9,10				
4	7,71	6,94	6,89	6,83	6,76	6,71	6,66	6,62	6,59	6,56	6,54	6,52	6,50	6,48	6,46	6,44	6,42	6,40	6,38	6,36	6,34	6,32	6,30	6,28				
5	6,61	6,79	6,41	6,39	6,35	6,32	6,29	6,27	6,25	6,23	6,21	6,19	6,17	6,15	6,13	6,11	6,09	6,07	6,05	6,03	6,01	5,99	5,97	5,95				
6	6,59	6,14	6,16	6,15	6,13	6,11	6,09	6,07	6,05	6,03	6,01	5,99	5,97	5,95	5,93	5,91	5,89	5,87	5,85	5,83	5,81	5,79	5,77	5,75				
7	6,59	6,14	6,16	6,15	6,13	6,11	6,09	6,07	6,05	6,03	6,01	5,99	5,97	5,95	5,93	5,91	5,89	5,87	5,85	5,83	5,81	5,79	5,77	5,75				
8	6,52	6,16	6,17	6,16	6,14	6,12	6,10	6,08	6,06	6,04	6,02	6,00	5,98	5,96	5,94	5,92	5,90	5,88	5,86	5,84	5,82	5,80	5,78	5,76				
9	6,12	6,26	6,27	6,26	6,24	6,22	6,20	6,18	6,16	6,14	6,12	6,10	6,08	6,06	6,04	6,02	6,00	5,98	5,96	5,94	5,92	5,90	5,88	5,86				
10	6,12	6,26	6,27	6,26	6,24	6,22	6,20	6,18	6,16	6,14	6,12	6,10	6,08	6,06	6,04	6,02	6,00	5,98	5,96	5,94	5,92	5,90	5,88	5,86				

Distribusi F (lanjutan)

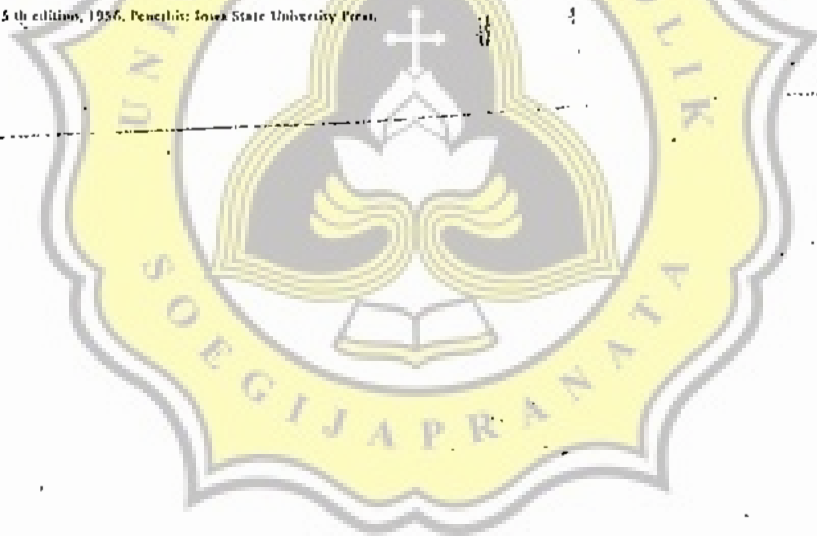
Derajat bebas bagi pembagi (v_2)	Derajat bebas bagi pembilang (v_1)																											
	1	2	3	4	5	6	7	8	9	10	11	12	14	16	20	24	30	40	50	75	100	200	300	∞				
11	4,84	5,28	5,39	5,56	5,70	5,82	5,91	5,98	6,04	6,09	6,14	6,18	6,22	6,26	6,30	6,34	6,38	6,42	6,46	6,50	6,54	6,58	6,62	6,66				
12	4,76	5,08	5,20	5,36	5,50	5,62	5,71	5,78	5,84	5,89	5,94	5,98	6,02	6,06	6,10	6,14	6,18	6,22	6,26	6,30	6,34	6,38	6,42	6,46				
13	4,67	5,00	5,11	5,28	5,42	5,54	5,63	5,70	5,76	5,81	5,85	5,89	5,93	5,97	6,01	6,05	6,09	6,13	6,17	6,21	6,25	6,29	6,33	6,37				
14	4,60	4,94	5,04	5,22	5,36	5,48	5,57	5,64	5,70	5,75	5,79	5,83	5,87	5,91	5,95	5,99	6,03	6,07	6,11	6,15	6,19	6,23	6,27	6,31				
15	4,54	4,88	4,98	5,16	5,30	5,42	5,51	5,58	5,64	5,69	5,73	5,77	5,81	5,85	5,89	5,93	5,97	6,01	6,05	6,09	6,13	6,17	6,21	6,25				
16	4,49	4,83	4,93	5,11	5,25	5,37	5,46	5,53	5,59	5,64	5,68	5,72	5,76	5,80	5,84	5,88	5,92	5,96	6,00	6,04	6,08	6,12	6,16	6,20				
17	4,45	4,79	4,89	5,07	5,21	5,33	5,42	5,49	5,55	5,60	5,64	5,68	5,72	5,76	5,80	5,84	5,88	5,92	5,96	6,00	6,04	6,08	6,12	6,16				
18	4,41	4,75	4,85	5,03	5,17	5,29	5,38	5,45	5,51	5,56	5,60	5,64	5,68	5,72	5,76	5,80	5,84	5,88	5,92	5,96	6,00	6,04	6,08	6,12				
19	4,38	4,72	4,82	5,00	5,14	5,26	5,35	5,42	5,48	5,53	5,57	5,61	5,65	5,69	5,73	5,77	5,81	5,85	5,89	5,93	5,97	6,01	6,05	6,09				
20	4,35	4,69	4,79	4,97	5,11	5,23	5,32	5,39	5,45	5,50	5,54	5,58	5,62	5,66	5,70	5,74	5,78	5,82	5,86	5,90	5,94	5,98	6,02	6,06				
21	4,32	4,66	4,76	4,94	5,08	5,20	5,29	5,36	5,42	5,47	5,51	5,55	5,59	5,63	5,67	5,71	5,75	5,79	5,83	5,87	5,91	5,95	5,99	6,03				
22	4,30	4,64	4,74	4,92	5,06	5,18	5,27	5,34	5,40	5,45	5,49	5,53	5,57	5,61	5,65	5,69	5,73	5,77	5,81	5,85	5,89	5,93	5,97	6,01				
23	4,28	4,62	4,72	4,90	5,04	5,16	5,25	5,32	5,38	5,43	5,47	5,51	5,55	5,59	5,63	5,67	5,71	5,75	5,79	5,83	5,87	5,91	5,95	5,99				
24	4,26	4,60	4,70	4,88	5,02	5,14	5,23	5,30	5,36	5,41	5,45	5,49	5,53	5,57	5,61	5,65	5,69	5,73	5,77	5,81	5,85	5,89	5,93	5,97				



Distribusi F (lanjutan)

Derajat bebas bagi pembagi (v_1)	Derajat bebas bagi pembilang (v_2)																									
	1	2	3	4	5	6	7	8	9	10	11	12	14	16	20	24	30	40	50	75	100	200	500	∞		
25	4.24 7.77	3.58 5.37	2.99 4.68	2.76 4.18	2.60 3.86	2.49 3.63	2.41 3.46	2.34 3.37	2.28 3.27	2.24 3.13	2.20 3.05	2.16 2.99	2.11 2.89	2.06 2.81	2.00 2.70	1.95 2.62	1.92 2.54	1.87 2.48	1.84 2.40	1.80 2.32	1.77 2.29	1.74 2.23	1.72 2.19	1.71 2.17		
26	4.27 7.72	3.57 5.33	2.89 4.64	2.74 4.14	2.59 3.82	2.47 3.59	2.39 3.42	2.32 3.29	2.27 3.17	2.22 3.09	2.18 3.02	2.15 2.96	2.10 2.88	2.05 2.77	1.99 2.68	1.95 2.59	1.90 2.50	1.85 2.41	1.82 2.36	1.78 2.28	1.76 2.25	1.72 2.19	1.70 2.15	1.69 2.13		
27	4.21 7.68	3.55 5.49	2.96 4.60	2.73 4.11	2.57 3.79	2.46 3.46	2.37 3.39	2.30 3.26	2.25 3.14	2.20 3.06	2.16 2.98	2.13 2.93	2.08 2.83	2.03 2.74	1.97 2.66	1.95 2.53	1.90 2.47	1.88 2.38	1.84 2.33	1.80 2.25	1.76 2.21	1.74 2.16	1.71 2.17	1.68 2.10		
28	4.20 7.64	3.54 5.54	2.95 4.57	2.71 4.07	2.56 3.76	2.44 3.35	2.36 3.36	2.29 3.23	2.24 3.11	2.19 3.03	2.15 2.95	2.12 2.90	2.06 2.80	2.02 2.71	1.96 2.60	1.91 2.52	1.87 2.44	1.81 2.33	1.78 2.30	1.75 2.22	1.72 2.18	1.69 2.13	1.67 2.09	1.65 2.06		
29	4.18 7.60	3.53 5.52	2.93 4.54	2.70 4.04	2.54 3.73	2.45 3.50	2.35 3.33	2.28 3.20	2.22 3.08	2.18 3.00	2.14 2.97	2.10 2.87	2.05 2.77	2.00 2.63	1.94 2.57	1.90 2.49	1.85 2.41	1.80 2.37	1.77 2.27	1.73 2.19	1.71 2.15	1.68 2.10	1.65 2.06	1.64 2.03		
30	4.17 7.56	3.52 5.39	2.92 4.51	2.69 4.02	2.53 3.70	2.42 3.47	2.34 3.30	2.27 3.17	2.21 3.06	2.16 2.98	2.12 2.90	2.07 2.84	2.04 2.74	1.99 2.66	1.93 2.52	1.91 2.47	1.89 2.38	1.84 2.29	1.79 2.24	1.76 2.16	1.72 2.13	1.69 2.07	1.66 2.04	1.62 2.01		
32	4.15 7.50	3.50 5.34	2.90 4.46	2.67 3.97	2.51 3.66	2.40 3.47	2.32 3.23	2.25 3.12	2.19 3.07	2.14 2.94	2.10 2.86	2.07 2.80	2.02 2.70	1.97 2.62	1.91 2.51	1.86 2.42	1.82 2.34	1.76 2.23	1.74 2.20	1.69 2.12	1.67 2.08	1.64 2.02	1.61 1.99	1.59 1.98		
34	4.13 7.44	3.48 5.29	2.88 4.42	2.65 3.93	2.49 3.64	2.38 3.38	2.30 3.21	2.23 3.08	2.17 3.02	2.12 2.92	2.08 2.85	2.05 2.76	2.00 2.66	1.95 2.58	1.89 2.47	1.84 2.38	1.80 2.30	1.74 2.21	1.71 2.15	1.67 2.08	1.64 2.04	1.61 1.98	1.59 1.94	1.57 1.91		
36	4.11 7.39	3.46 5.23	2.86 4.37	2.63 3.89	2.48 3.58	2.36 3.35	2.28 3.18	2.21 3.04	2.15 2.94	2.10 2.86	2.06 2.78	2.03 2.72	1.99 2.62	1.93 2.54	1.87 2.43	1.82 2.35	1.78 2.26	1.72 2.17	1.69 2.12	1.65 2.04	1.62 2.00	1.59 1.94	1.56 1.90	1.55 1.87		
38	4.10 7.33	3.45 5.21	2.85 4.34	2.62 3.86	2.46 3.54	2.35 3.32	2.26 3.15	2.19 3.02	2.14 2.91	2.09 2.82	2.05 2.75	2.02 2.69	1.96 2.59	1.92 2.51	1.85 2.40	1.80 2.32	1.76 2.22	1.71 2.14	1.67 2.05	1.63 2.00	1.60 1.97	1.57 1.90	1.54 1.86	1.53 1.84		
40	4.08 7.31	3.43 5.18	2.84 4.31	2.61 3.83	2.45 3.51	2.34 3.29	2.25 3.12	2.18 2.99	2.12 2.88	2.07 2.80	2.04 2.73	2.00 2.66	1.95 2.56	1.90 2.49	1.84 2.37	1.79 2.29	1.74 2.20	1.69 2.11	1.66 2.05	1.61 1.97	1.59 1.94	1.55 1.88	1.53 1.84	1.51 1.81		
42	4.07 7.27	3.42 5.15	2.83 4.29	2.59 3.80	2.44 3.49	2.32 3.26	2.24 3.10	2.17 2.96	2.11 2.86	2.06 2.77	2.02 2.70	1.99 2.64	1.94 2.54	1.89 2.46	1.82 2.35	1.78 2.20	1.73 2.17	1.68 2.02	1.64 2.00	1.60 1.94	1.57 1.91	1.54 1.85	1.51 1.80	1.49 1.78		
44	4.06 7.24	3.41 5.12	2.82 4.26	2.58 3.78	2.43 3.46	2.31 3.24	2.23 3.07	2.16 2.94	2.10 2.84	2.05 2.74	2.01 2.68	1.98 2.62	1.92 2.52	1.88 2.44	1.81 2.32	1.76 2.24	1.72 2.15	1.66 2.06	1.63 2.00	1.58 1.92	1.56 1.86	1.52 1.82	1.50 1.78	1.48 1.75		
46	4.05 7.21	3.40 5.10	2.81 4.24	2.57 3.76	2.42 3.44	2.30 3.22	2.22 3.05	2.14 2.92	2.09 2.82	2.04 2.73	2.00 2.66	1.97 2.60	1.91 2.50	1.87 2.42	1.80 2.30	1.75 2.22	1.71 2.13	1.65 1.98	1.62 1.90	1.57 1.86	1.54 1.80	1.51 1.76	1.48 1.72	1.46 1.72		
∞	3.84 6.64	2.95 4.60	2.60 4.18	2.37 3.82	2.21 3.02	2.08 2.80	2.01 2.64	1.94 2.54	1.88 2.61	1.83 2.72	1.79 2.24	1.75 2.18	1.69 2.07	1.64 1.95	1.57 1.87	1.52 1.79	1.46 1.69	1.40 1.59	1.36 1.52	1.28 1.41	1.24 1.36	1.17 1.25	1.11 1.13	1.00 1.00		

Sumber: George W. Snedecor: *Statistical Methods*, 5th edition, 1956. Penerbit: Iowa State University Press.





LAMPIRAN 7

TABEL V

TABEL NILAI-NILAI r PRODUCT MOMENT

N	Taraf Signif		N	Taraf Signif		N	Taraf Signif	
	5%	1%		5%	1%		5%	1%
3	0,997	0,999	26	0,388	0,496	55	0,266	0,345
4	0,950	0,990	27	0,381	0,487	60	0,254	0,330
5	0,878	0,959	28	0,374	0,478	65	0,244	0,317
6	0,811	0,917	29	0,367	0,470	70	0,235	0,306
7	0,754	0,874	30	0,361	0,463	75	0,227	0,296
8	0,707	0,834	31	0,355	0,456	80	0,220	0,286
9	0,666	0,798	32	0,349	0,449	85	0,213	0,278
10	0,632	0,765	33	0,344	0,442	90	0,207	0,270
11	0,602	0,735	34	0,339	0,436	95	0,202	0,263
12	0,576	0,708	35	0,334	0,430	100	0,195	0,256
13	0,553	0,684	36	0,329	0,424	125	0,176	0,230
14	0,532	0,661	37	0,325	0,418	150	0,159	0,210
15	0,514	0,641	38	0,320	0,413	175	0,148	0,194
16	0,497	0,623	39	0,316	0,408	200	0,138	0,181
17	0,482	0,606	40	0,312	0,403	300	0,113	0,148
18	0,468	0,590	41	0,308	0,398	400	0,098	0,128
19	0,453	0,575	42	0,304	0,393	500	0,088	0,115
20	0,444	0,561	43	0,301	0,389	600	0,080	0,105
21	0,433	0,549	44	0,297	0,384	700	0,074	0,097
22	0,423	0,537	45	0,294	0,380	800	0,070	0,091
23	0,413	0,526	46	0,291	0,376	900	0,065	0,086
24	0,404	0,515	47	0,288	0,372	1000	0,062	0,081
25	0,396	0,505	48	0,284	0,368			
			49	0,281	0,364			
			50	0,279	0,361			



LAMPIRAN 8

A. Pengujian Hipotesis Secara Parsial

I. Pengujian Kompensasi (X1) terhadap Kepuasan Kerja (Y)

1. Perumusan Hipotesis

H_0 : $B = 0$ tidak ada pengaruh Kompensasi (X1) terhadap Kepuasan Kerja.

H_1 : $B < 0$ ada pengaruh Kompensasi (X1) terhadap Kepuasan Kerja (Y).

2. $\alpha = 5\%$

$$(\alpha; n - 2) = (0,05; 38)$$

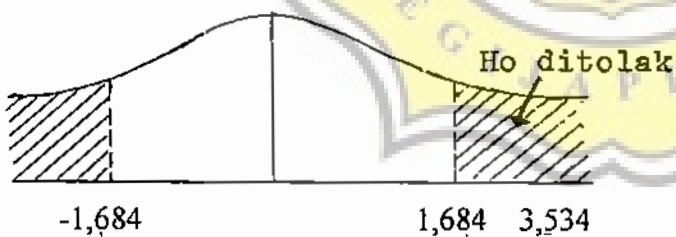
$$= 1,684$$

3. Kriteria Pengujian

H_0 ditolak apabila $t_{\text{hitung}} < t_{\text{tabel}}$

H_0 diterima apabila $t_{\text{hitung}} > t_{\text{tabel}}$

4. $t_{\text{hitung}} = 3,534$



5. Kesimpulan

H_0 ditolak karena $t_{\text{hitung}} < 1,684$ maka H_1 diterima artinya ada pengaruh yang positif antara X1 terhadap Y.

A. Pengujian Hipotesis Secara Parsial

II. Pengujian Promosi Jabatan (X2) terhadap Kepuasan Kerja (Y)

1. Perumusan Hipotesis

Ho : $B = 0$ tidak ada pengaruh Promosi Jabatan (X2) terhadap Kepuasan Kerja.

Hi : $B < 0$ ada pengaruh Promosi Jabatan (X2) terhadap Kepuasan Kerja (Y).

2. $\alpha = 5\%$

$$(\alpha; n - 2) = (0,05; 38)$$

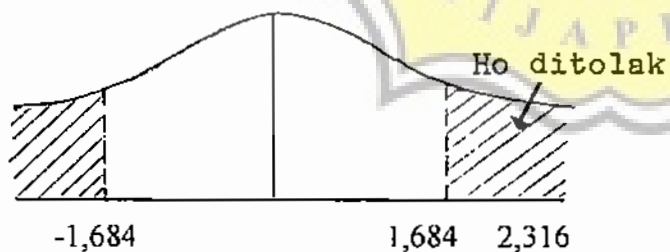
$$= 1,684$$

3. Kriteria Pengujian

Ho ditolak apabila $t_{hitung} < t_{tabel}$

Ho diterima apabila $t_{hitung} > t_{tabel}$

4. $t_{hitung} = 2,316$



5. Kesimpulan

Ho ditolak karena $t_{hitung} < 1,684$ maka Hi diterima artinya ada pengaruh yang positif antara X2 terhadap Y.

A. Pengujian Hipotesis Secara Bersama-sama

Pengaruh X1 dan X2 terhadap Y

1. Perumusan Hipotesis

Ho : $B_1, B_2 = 0$ tidak ada pengaruh.

Hi : $B_1, B_2 > 0$ ada pengaruh.

2. Nilai kritis

$$\alpha = 5\% (\alpha; n - k - 1)$$

$$= (0,05; 40 - 2 - 1)$$

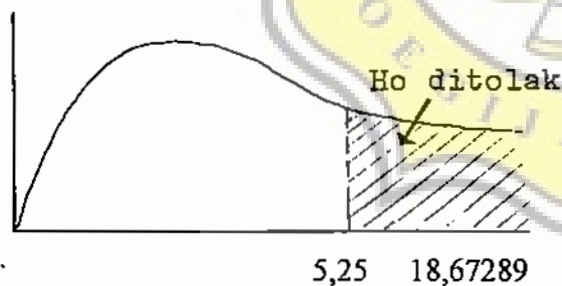
$$= 5,25$$

3. Kriteria Pengujian

Ho ditolak apabila F hitung < F tabel

Ho diterima apabila F hitung > F tabel

4. F. hitung = 18,67289



5. Kesimpulan

Ho ditolak karena F hitung < F tabel ($18,67289 > 5,25$) maka Hi diterima artinya ada pengaruh yang signifikan antara X1 dan X2 terhadap Y.



FAKULTAS EKONOMI

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Jl. Pawiyatan Luhur IV/1 Telp. (024)316142, 441555 Bendan Duwur Semarang

04 April 2000

KARTU KONSULTASI SKRIPSI

N a m a : WIWIN ARIYANTO
 NIM/NIRM : 94.30.2059 / 94.6.III.02016.50250
 Dosen Pembimbing : Drs. H. Daryono Rahardjo MM.
 J u d u l : PENGARUH PERSEPSI RASA
 KEADILAN DALAM PENERIMAAN KOMPESA-
 SI DAN PROMOSI JABATAN TERHADAP KE-
 PUASAN KERJA TENAGA PENJUALAN.



No.	Tanggal	Materi	Paraf Dosen Pembimbing
1	22/1/00	RUMAH MANUSIA buat sesuai dan formal	OK
		vs teori Atkinson dan Feltz	
	4/1	proposal aca konstanta dan Bob I & Bob a	OK
	22/1	Bab I & Bab II	OK
	26/1	Dulu OK dituliskan	OK
	28/1	aca koreksi	OK

PERNYATAAN KEASLIAN SKRIPSI

Saya yang bertanda tangan dibawah ini :

Nama : WIWIN ARIYANTO

Nim : 94.30.2059

Nirm : 94.6.111.02016.50250

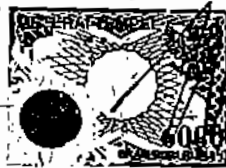
Fakultas : EKONOMI

Jurusan : MANAJEMEN

Judul Skripsi : PENGARUH PERSEPSI RASA KEADILAN DALAM
PENERIMAAN KOMPENSASI DAN PROMOSI JABATAN
TERHADAP KEPUASAN KERJA TENAGA PENJUALAN
PADA PT. ASURANSI DHARMA BANGSA CABANG
SEMARANG.

Menyatakan bahwa skripsi tersebut adalah hasil karya sendiri. Apabila di kemudian hari ditemukan plagiasi, manipulasi dan atau pemalsuan data maupun bentuk-bentuk kecurangan yang lain, saya bersedia untuk menerima sanksi dari Fakultas Ekonomi Universitas Khatolik Soegijapranata Semarang.

Semarang, Juli 2002



(Wiwin Ariyanto)