

**LAMPIRAN 1**  
**KUESIONER**

**KUESIONER**  
**PENGARUH KEPUASAN KERJA DAN KOMITMEN ORGANISASI**  
**TERHADAP KINERJA KARYAWAN**

**No Responden** : \_\_\_\_\_ ( \*kosongkan)

**DATA RESPONDEN**

Nama : .....

Jenis Kelamin :  Laki-laki  Perempuan

Pendidikan terakhir :  
 Sekolah Dasar  
 Sekolah Menengah Pertama  
 Sekolah Menengah Atas  
 Sarjana

Pengalaman dan lama bekerja : Tahun \_\_\_\_\_ Bulan \_\_\_\_\_

**PETUNJUK PENGISIAN**

1. Pernyataan di bawah ini hanya semata-mata untuk data penelitian dalam rangka menyusun TAS (Tugas Akhir Skripsi).
2. Pilihlah salah satu jawaban yang memenuhi persepsi Bapak/Ibu/Saudara-i dengan cara memberi tanda *Cheklis* (✓).
3. Isilah data responden berikut berdasarkan kriteria yang Bapak/Ibu/Saudara-i miliki.

**KETERANGAN**

1. STS : Sangat tidak setuju
2. TS : Tidak setuju
3. N : Netral
4. S : Setuju
5. ST : Sangat setuju

## DAFTAR PERTANYAAN

### KINERJA KARYAWAN

NO	PERTANYAAN	STS	TS	N	S	ST
		1	2	3	4	5
<b>KESETIAAN</b>						
1	Saya selalu loyal dengan pekerjaan yang di berikan kepada saya.					
2	Saya selalu setia dalam menemani para tamu.					
3	Menjaga nama baik perusahaan/organisasi.					
<b>HASIL KERJA</b>						
1	Saya selalu mendapat hasil yang baik.					
2	Saya menerima hasil apapun yang didapatkan.					
3	Saya tidak mendapatkan hasil yang baik.					
<b>KEJUJURAN</b>						
1	Saya selalu jujur dalam bekerja.					
2	Hasil yang saya buat benar-benar dari apa yang saya kerjakan.					
3	Saya selalu jujur saat berkerja dengan teman saya.					
<b>KEDISIPLINAN</b>						
1	Saya selalu disiplin dalam bekerja.					
2	Saya berkerja dalam tepat waktu yang telah ditentukan.					
3	Displin dalam mentaati aturan yang ada.					
<b>KREATIVITAS</b>						
1	Memberikan inisiatif baru dalam bekerja.					
2	Kurang memberikan kreativitas dalam bekerja.					
<b>KERJA SAMA</b>						
1	Saya melakukan kerja sama dengan siapapun dalam bekerja.					
2	Kurang andil dalam bekerja sama dengan teman-teman kerja.					
3	Senang melakukan kerja sama.					

<b>KEPRIBADIAN</b>						
1	Selalu percaya diri dengan kemampuan yang dimiliki.					
2	Susah beradaptasi dengan lingkungan.					
<b>PRAKARSA</b>						
1	Mampu menghasilkan karya sendiri dalam bekerja.					
2	Saya mempunyai cara dalam menghasilkan sesuatu.					
<b>KECAKAPAN</b>						
1	Mampu berdialog dengan baik.					
2	Mampu berbicara dengan bahasa-bahasa lain selain bahasa Indonesia.					
3	Saya merasa senang, bila bercakap dengan para tamu.					
<b>BERTANGGUNG JAWAB</b>						
1	Saya selalu bertanggung jawab dengan tugas yang saya dapatkan.					
2	Saya bertanggung jawab atas kesalahan yang saya perbuat.					

### **KEPUASAN KERJA**

<b>NO</b>	<b>PERTANYAAN</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>ST</b>
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>PEKERJAAN ITU SENDIRI</b>						
1	Pekerjaan saya sangat menarik.					
2	Saya merasa sedikit mencapai keberhasilan dalam pekerjaan saya.					
3	Saya memiliki semangat kerja yang tinggi dalam melaksanakan pekerjaan.					
<b>GAJI</b>						
1	Saya puas dengan gaji yang saya terima untuk tanggung jawab pekerjaan saya.					
2	Saya merasa usaha saya tidak diberikan imbalan yang seharusnya saya terima.					
<b>PROMOSI</b>						
1	Kesempatan untuk memperoleh promosi kenaikan jabatan sering diadakan tempat saya bekerja.					
2	Promosi kenaikan jabatan jarang terjadi di Rumah saya bekerja.					

<b>PENGAWASAN</b>						
1	Manajer saya selalu mendengarkan setiap saran.					
2	Manajer selalu bersikap adil kepada saya.					
3	Manajer memberikan pujian ketika saya bekerja dengan baik.					
<b>REKAN KERJA</b>						
1	Rekan kerja saya menunjukkan sikap bersahabat dan saling mendukung dalam lingkungan kerja.					
2	Saya sering merasa dikucilkan oleh teman kerja Saya.					
3	Rekan kerja saya siap membantu ketika dibutuhkan.					
<b>KONDISI KERJA</b>						
1	Tempat saya bekerja sangat bagus.					
2	Fasilitas di tempat saya bekerja terpenuhi.					
3	Lingkungan tempat pekerjaan saya di dalam maupun diluar sangat menarik.					

### **KOMITMEN ORGANISASI**

<b>NO</b>	<b>PERTANYAAN</b>	<b>STS</b>	<b>TS</b>	<b>N</b>	<b>S</b>	<b>ST</b>
		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>KOMITMEN AFEKTIF</b>						
1	Saya bahagia menghabiskan sisa karir saya di perusahaan ini.					
2	Saya bangga menjadi bagian dari perusahaan.					
3	Saya merasa terikat secara emosional pada perusahaan ini.					
4	Saya memiliki rasa memiliki yang kuat terhadap perusahaan.					
5	Perusahaan ini berarti sangat besar bagi saya.					
<b>KOMITMEN BERKELANJUTAN</b>						
1	Tetap bekerja di perusahaan ini merupakan kebutuhan sekaligus keinginan saya.					
2	Akan sangat berat bagi saya meninggalkan perusahaan ini.					
3	Kehidupan saya akan terganggu bila meninggalkan perusahaan ini sekarang.					
4	Saya merasa memiliki sedikit pilihan bila meninggalkan perusahaan ini.					

**KOMITMEN NORMATIF**

1	Saya merasa tetap bekerja di perusahaan ini merupakan kewajiban moral.					
2	Saya dididik untuk tetap percaya terhadap nilai tetap setia pada perusahaan.					

**LAMPIRAN 2**  
**DESKRIPTIF PROFIL RESPONDEN**

No Responden	Jenis Kelamin	Pendidikan	Lama Kerja
1	1	3	9
2	1	3	8
3	1	3	7
4	1	3	8
5	1	3	10
6	1	4	7
7	2	4	8
8	2	4	8
9	1	4	3
10	2	4	8
11	1	4	12
12	2	3	4
13	1	4	2
14	1	4	6
15	1	3	3
16	1	3	10
17	2	3	4
18	1	3	4
19	1	3	5
20	2	3	2
21	1	4	9
22	1	3	11
23	1	3	5
24	1	3	10
25	2	4	3
26	2	3	7
27	1	4	10
28	1	3	3
29	1	3	3
30	1	1	2
31	1	3	6
32	1	3	10
33	1	3	9
34	1	3	3
35	1	3	8
36	1	3	2
37	1	3	2
38	1	2	8
39	2	4	5
40	1	4	5
41	2	4	3
42	1	4	4
43	2	4	4
44	1	4	5
45	2	4	5
46	1	4	4
47	2	4	4



48	1	4	4
49	1	4	3
50	1	4	3
51	2	4	2
52	1	4	3
53	1	3	4
54	1	3	4
55	1	3	3
56	1	3	6
57	1	3	5
58	1	3	5
59	1	4	7
60	1	4	6
61	1	4	6
62	1	4	5
63	2	4	5
64	1	4	6
65	1	3	7
66	1	3	8
67	1	3	3
68	1	3	2

**KETERANGAN:**

<b>Karakteristik Responden</b>	<b>Nomer</b>	<b>Keterangan</b>
Jenis Kelamin	1	Laki-laki
	2	Perempuan
Pendidikan	1	SD
	2	SMP
	3	SMA
	4	SARJANA
Lama Kerja	2	2 Tahun
	3	3 Tahun
	4	4 Tahun
	5	5 Tahun
	6	6 Tahun
	7	7 Tahun
	8	8 Tahun
	9	9 Tahun
	10	10 Tahun
	11	11 Tahun
	12	12 Tahun

**LAMPIRAN 3**  
**KARAKTERISTIK RESPONDEN**

## KARAKTERISTIK RESPONDEN

### a. Jenis Kelamin

#### Jenis kelamin

	Frekuensi	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	53	77,9	77,9	77,9
Perempuan	15	22,1	22,1	100,0
Total	68	100,0	100,0	

### b. Pendidikan Terakhir

#### Pendidikan Terakhir

	Frekuensi	Percent	Valid Percent	Cumulative Percent
Valid SD	1	1,5	1,5	1,5
SMP	1	1,5	1,5	2,9
SMA	35	51,5	51,5	54,4
Sarjana	31	45,6	45,6	100,0
Total	68	100,0	100,0	

### c. Lama Bekerja

#### Lama Bekerja

	Frekuensi	Percent	Valid Percent	Cumulative Percent
Valid 2 Tahun	7	10,3	10,3	10,3
3 Tahun	12	17,6	17,6	27,9
4 Tahun	10	14,7	14,7	42,6
5 Tahun	10	14,7	14,7	57,4
6 Tahun	6	8,8	8,8	66,2
7 Tahun	5	7,4	7,4	73,5
8 Tahun	8	11,8	11,8	85,3
9 Tahun	3	4,4	4,4	89,7
10 Tahun	5	7,4	7,4	97,1
11 Tahun	1	1,5	1,5	98,5
12 Tahun	1	1,5	1,5	100,0
Total	68	100,0	100,0	

### d. Deskripsi Kinerja Karyawan

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Kinerja Karyawan	68	2	5	3,85	,629
Kinerja Karyawan	68	1	5	3,74	,785
Kinerja Karyawan	68	2	5	3,82	,622
Kinerja Karyawan	68	2	5	3,46	,742
Kinerja Karyawan	68	1	5	3,06	,960
Kinerja Karyawan	68	1	5	3,34	,956
Kinerja Karyawan	68	2	5	3,44	,870
Kinerja Karyawan	68	2	5	3,29	,847
Kinerja Karyawan	68	1	5	3,00	,881
Kinerja Karyawan	68	2	5	3,18	,913
Kinerja Karyawan	68	1	5	2,75	,870
Kinerja Karyawan	68	2	5	4,00	,733
Kinerja Karyawan	68	1	5	4,34	,924
Kinerja Karyawan	68	1	5	3,44	1,084
Kinerja Karyawan	68	2	5	3,43	1,055
Kinerja Karyawan	68	1	5	3,03	1,171
Kinerja Karyawan	68	3	5	3,94	,731
Kinerja Karyawan	68	0	5	3,66	1,114
Kinerja Karyawan	68	1	5	3,09	1,129
Kinerja Karyawan	68	1	5	3,31	1,055
Kinerja Karyawan	68	2	5	4,03	,753
Kinerja Karyawan	68	2	5	3,76	,916
Kinerja Karyawan	68	2	5	4,25	,741
Kinerja Karyawan	68	2	5	3,97	,772
Kinerja Karyawan	68	1	5	3,04	1,085
Kinerja Karyawan	68	2	5	3,96	,800
Valid N (listwise)	68				

e. Deskripsi Kepuasan Kerja

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kepuasan Kerja	68	2	5	4,03	,753
Kepuasan Kerja	68	2	5	3,76	,916
Kepuasan Kerja	68	2	5	4,25	,741
Kepuasan Kerja	68	2	5	3,97	,772
Kepuasan Kerja	68	1	5	3,04	1,085
Kepuasan Kerja	68	2	5	3,96	,800
Kepuasan Kerja	68	1	5	3,71	,978
Kepuasan Kerja	68	1	5	3,26	1,154
Kepuasan Kerja	68	2	5	4,00	,733
Kepuasan Kerja	68	1	5	4,34	,924
Kepuasan Kerja	68	1	5	3,44	1,084
Kepuasan Kerja	68	2	5	3,43	1,055
Kepuasan Kerja	68	1	5	3,03	1,171
Kepuasan Kerja	68	3	5	3,94	,731
Kepuasan Kerja	68	0	5	3,66	1,114
Kepuasan Kerja	68	1	5	3,09	1,129
Valid N (listwise)	68				

f. Deskripsi Komitmen Organisasi

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kominten Organisasi	68	2	5	3,85	,629
Kominten Organisasi	68	1	5	3,74	,785
Kominten Organisasi	68	2	5	3,82	,622
Kominten Organisasi	68	2	5	3,46	,742
Kominten Organisasi	68	1	5	3,06	,960
Kominten Organisasi	68	1	5	3,34	,956
Kominten Organisasi	68	2	5	3,44	,870
Kominten Organisasi	68	2	5	3,29	,847
Kominten Organisasi	68	1	5	3,00	,881
Kominten Organisasi	68	2	5	3,18	,913
Kominten Organisasi	68	1	5	2,75	,870
Valid N (listwise)	68				

**LAMPIRAN 4**  
**UJI VALIDITAS**

**Correlations**

		Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan
Kinerja Karyawan	Pearson Correlation	1	,464**	,543**	,529**	,286 <sup>+</sup>	,580**	,284 <sup>+</sup>	,278 <sup>+</sup>	,242 <sup>+</sup>
	Sig. (2-tailed)		,000	,000	,000	,018	,000	,019	,022	,046
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,464**	1	,607**	,390**	,160	,400**	,152	,231	,238
	Sig. (2-tailed)	,000		,000	,001	,193	,001	,217	,058	,051
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,543**	,607**	1	,533**	,143	,429**	,256 <sup>+</sup>	,072	,218
	Sig. (2-tailed)	,000	,000		,000	,246	,000	,035	,561	,074
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,529**	,390**	,533**	1	,339**	,474**	,377**	,282 <sup>+</sup>	,251 <sup>+</sup>
	Sig. (2-tailed)	,000	,001	,000		,005	,000	,002	,020	,039
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,286 <sup>+</sup>	,160	,143	,339**	1	,433**	,201	,217	,176
	Sig. (2-tailed)	,018	,193	,246	,005		,000	,101	,076	,150
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,580**	,400**	,429**	,474**	,433**	1	,392**	,447**	,284 <sup>+</sup>
	Sig. (2-tailed)	,000	,001	,000	,000	,000		,001	,000	,019
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,284 <sup>+</sup>	,152	,256 <sup>+</sup>	,377**	,201	,392**	1	,631**	,448**
	Sig. (2-tailed)	,019	,217	,035	,002	,101	,001		,000	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,278 <sup>+</sup>	,231	,072	,282 <sup>+</sup>	,217	,447**	,631**	1	,380**

n	Sig. (2-tailed)	,022	,058	,561	,020	,076	,000	,000		,001
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,242*	,238	,218	,251*	,176	,284*	,448**	,380**	1
n	Sig. (2-tailed)	,046	,051	,074	,039	,150	,019	,000	,001	
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,072	,233	,056	,254*	,277*	,341**	,501**	,568**	,315**
n	Sig. (2-tailed)	,561	,056	,652	,037	,022	,004	,000	,000	,009
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,041	,120	,083	,087	,054	,049	,364**	,324**	,428**
n	Sig. (2-tailed)	,741	,329	,502	,482	,664	,689	,002	,007	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,388**	,286*	,426**	,384**	,170	,277*	,281*	,192	,185
n	Sig. (2-tailed)	,001	,018	,000	,001	,167	,022	,020	,116	,131
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,215	,125	,365**	,251*	,011	,054	,220	,157	,110
n	Sig. (2-tailed)	,078	,308	,002	,039	,930	,659	,072	,201	,372
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,381**	,350**	,361**	,359**	,132	,257*	,392**	,360**	,438**
n	Sig. (2-tailed)	,001	,003	,003	,003	,282	,034	,001	,003	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,163	,265*	,230	,282*	,034	,092	,312**	,158	,289*
n	Sig. (2-tailed)	,183	,029	,059	,020	,784	,458	,010	,198	,017
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,229	,220	,192	,362**	,065	,151	,397**	,277*	,492**



n	Sig. (2-tailed)	,061	,072	,117	,002	,600	,219	,001	,022	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,241 <sup>*</sup>	,233	,305 <sup>*</sup>	,298 <sup>*</sup>	,111	,264 <sup>*</sup>	,253 <sup>*</sup>	,173	,093
n	Sig. (2-tailed)	,048	,056	,011	,014	,366	,030	,038	,158	,452
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,354 <sup>**</sup>	,357 <sup>**</sup>	,430 <sup>**</sup>	,424 <sup>**</sup>	,130	,263 <sup>*</sup>	,510 <sup>**</sup>	,391 <sup>**</sup>	,380 <sup>**</sup>
n	Sig. (2-tailed)	,003	,003	,000	,000	,289	,030	,000	,001	,001
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,124	,397 <sup>**</sup>	,363 <sup>**</sup>	,361 <sup>**</sup>	,105	,083	,294 <sup>*</sup>	,175	,405 <sup>**</sup>
n	Sig. (2-tailed)	,316	,001	,002	,002	,393	,503	,015	,153	,001
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,137	,299 <sup>*</sup>	,335 <sup>**</sup>	,256 <sup>*</sup>	,055	,102	,272 <sup>*</sup>	,248 <sup>*</sup>	,273 <sup>*</sup>
n	Sig. (2-tailed)	,265	,013	,005	,035	,653	,407	,025	,042	,024
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,356 <sup>**</sup>	,342 <sup>**</sup>	,458 <sup>**</sup>	,270 <sup>*</sup>	-,064	,214	,185	,010	,248 <sup>*</sup>
n	Sig. (2-tailed)	,003	,004	,000	,026	,602	,079	,131	,938	,042
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,353 <sup>**</sup>	,410 <sup>**</sup>	,398 <sup>**</sup>	,380 <sup>**</sup>	,067	,280 <sup>*</sup>	,432 <sup>**</sup>	,398 <sup>**</sup>	,462 <sup>**</sup>
n	Sig. (2-tailed)	,003	,001	,001	,001	,588	,021	,000	,001	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,208	,347 <sup>**</sup>	,422 <sup>**</sup>	,224	,084	,279 <sup>*</sup>	,243 <sup>*</sup>	,095	,252 <sup>*</sup>
n	Sig. (2-tailed)	,088	,004	,000	,066	,496	,021	,046	,440	,038
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,360 <sup>**</sup>	,258 <sup>*</sup>	,362 <sup>**</sup>	,258 <sup>*</sup>	,002	,297 <sup>*</sup>	,264 <sup>*</sup>	,173	,241 <sup>*</sup>

n	Sig. (2-tailed)	,003	,034	,002	,033	,985	,014	,030	,158	,047
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,338**	,593**	,454**	,475**	,184	,374**	,248*	,262*	,281*
n	Sig. (2-tailed)	,005	,000	,000	,000	,134	,002	,042	,031	,020
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,283*	,385**	,374**	,387**	,139	,313**	,221	,108	,191
n	Sig. (2-tailed)	,019	,001	,002	,001	,257	,009	,070	,383	,119
	N	68	68	68	68	68	68	68	68	68
Total	Pearson Correlation	,542**	,586**	,609**	,630**	,304*	,529**	,624**	,523**	,577**
	Sig. (2-tailed)	,000	,000	,000	,000	,012	,000	,000	,000	,000
	N	68	68	68	68	68	68	68	68	68

#### Correlations

		Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan
Kinerja Karyawan	Pearson Correlation	,072	,041	,388**	,215	,381**	,163	,229	,241*	,354**
n	Sig. (2-tailed)	,561	,741	,001	,078	,001	,183	,061	,048	,003
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,233	,120	,286*	,125	,350**	,265*	,220	,233	,357**
n	Sig. (2-tailed)	,056	,329	,018	,308	,003	,029	,072	,056	,003
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,056	,083	,426**	,365**	,361**	,230	,192	,305*	,430**
n	Sig. (2-tailed)	,652	,502	,000	,002	,003	,059	,117	,011	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,254*	,087	,384**	,251*	,359**	,282*	,362**	,298*	,424**

n	Sig. (2-tailed)	,037	,482	,001	,039	,003	,020	,002	,014	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,277 <sup>*</sup>	,054	,170	,011	,132	,034	,065	,111	,130
n	Sig. (2-tailed)	,022	,664	,167	,930	,282	,784	,600	,366	,289
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,341 <sup>**</sup>	,049	,277 <sup>†</sup>	,054	,257 <sup>†</sup>	,092	,151	,264 <sup>†</sup>	,263 <sup>†</sup>
n	Sig. (2-tailed)	,004	,689	,022	,659	,034	,458	,219	,030	,030
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,501 <sup>**</sup>	,364 <sup>**</sup>	,281 <sup>†</sup>	,220	,392 <sup>**</sup>	,312 <sup>**</sup>	,397 <sup>**</sup>	,253 <sup>†</sup>	,510 <sup>**</sup>
n	Sig. (2-tailed)	,000	,002	,020	,072	,001	,010	,001	,038	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,568 <sup>**</sup>	,324 <sup>**</sup>	,192	,157	,360 <sup>**</sup>	,158	,277 <sup>†</sup>	,173	,391 <sup>**</sup>
n	Sig. (2-tailed)	,000	,007	,116	,201	,003	,198	,022	,158	,001
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,315 <sup>**</sup>	,428 <sup>**</sup>	,185	,110	,438 <sup>**</sup>	,289 <sup>†</sup>	,492 <sup>**</sup>	,093	,380 <sup>**</sup>
n	Sig. (2-tailed)	,009	,000	,131	,372	,000	,017	,000	,452	,001
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	1	,300 <sup>†</sup>	,201	,176	,282 <sup>†</sup>	,230	,302 <sup>†</sup>	,262 <sup>†</sup>	,265 <sup>†</sup>
n	Sig. (2-tailed)		,013	,101	,152	,020	,059	,012	,031	,029
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,300 <sup>†</sup>	1	-,023	-,190	,008	,102	,285 <sup>†</sup>	-,094	,235
n	Sig. (2-tailed)	,013		,850	,120	,949	,410	,018	,446	,054
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,201	-,023	1	,419 <sup>**</sup>	,526 <sup>**</sup>	,328 <sup>**</sup>	,417 <sup>**</sup>	,530 <sup>**</sup>	,603 <sup>**</sup>

n	Sig. (2-tailed)	,101	,850		,000	,000	,006	,000	,000	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,176	-,190	,419**	1	,385**	,309*	,184	,406**	,374**
n	Sig. (2-tailed)	,152	,120	,000		,001	,010	,134	,001	,002
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,282*	,008	,526**	,385**	1	,733**	,589**	,504**	,595**
n	Sig. (2-tailed)	,020	,949	,000	,001		,000	,000	,000	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,230	,102	,328**	,309*	,733**	1	,690**	,381**	,391**
n	Sig. (2-tailed)	,059	,410	,006	,010	,000		,000	,001	,001
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,302*	,285*	,417**	,184	,589**	,690**	1	,229	,362**
n	Sig. (2-tailed)	,012	,018	,000	,134	,000	,000		,061	,002
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,262*	-,094	,530**	,406**	,504**	,381**	,229	1	,470**
n	Sig. (2-tailed)	,031	,446	,000	,001	,000	,001	,061		,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,265*	,235	,603**	,374**	,595**	,391**	,362**	,470**	1
n	Sig. (2-tailed)	,029	,054	,000	,002	,000	,001	,002	,000	
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,245*	,235	,397**	,228	,358**	,356**	,461**	,278*	,546**
n	Sig. (2-tailed)	,044	,053	,001	,061	,003	,003	,000	,022	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,253*	,264*	,541**	,289*	,414**	,389**	,391**	,334**	,509**

n	Sig. (2-tailed)	,038	,029	,000	,017	,000	,001	,001	,005	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,036	,194	,244*	,157	,258*	,153	,168	,248*	,332**
n	Sig. (2-tailed)	,772	,113	,045	,201	,033	,213	,170	,042	,006
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,354**	,206	,445**	,413**	,422**	,383**	,410**	,358**	,506**
n	Sig. (2-tailed)	,003	,092	,000	,000	,000	,001	,001	,003	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,066	,052	,440**	,289*	,232	,167	,146	,303*	,321**
n	Sig. (2-tailed)	,592	,673	,000	,017	,057	,173	,234	,012	,008
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,071	,033	,422**	,140	,176	,052	,034	,288*	,335**
n	Sig. (2-tailed)	,565	,787	,000	,256	,151	,672	,783	,017	,005
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,384**	,265*	,432**	,134	,262*	,296*	,375**	,323**	,482**
n	Sig. (2-tailed)	,001	,029	,000	,277	,031	,014	,002	,007	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,276*	,005	,484**	,243*	,195	,129	,161	,379**	,402**
n	Sig. (2-tailed)	,022	,965	,000	,046	,111	,296	,191	,001	,001
	N	68	68	68	68	68	68	68	68	68
Total	Pearson Correlation	,511**	,313**	,672**	,435**	,694**	,568**	,616**	,547**	,753**
	Sig. (2-tailed)	,000	,009	,000	,000	,000	,000	,000	,000	,000
	N	68	68	68	68	68	68	68	68	68

### Correlations

		Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Kinerja Karyawan	Total
Kinerja Karyawan	Pearson Correlation	,124	,137	,356**	,353**	,208	,360**	,338**	,283*	,542*
	Sig. (2-tailed)	,316	,265	,003	,003	,088	,003	,005	,019	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,397**	,299*	,342**	,410**	,347**	,258*	,593**	,385**	,586*
	Sig. (2-tailed)	,001	,013	,004	,001	,004	,034	,000	,001	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,363**	,335**	,458**	,398**	,422**	,362**	,454**	,374**	,609*
	Sig. (2-tailed)	,002	,005	,000	,001	,000	,002	,000	,002	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,361**	,256*	,270*	,380**	,224	,258*	,475**	,387**	,630*
	Sig. (2-tailed)	,002	,035	,026	,001	,066	,033	,000	,001	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,105	,055	-,064	,067	,084	,002	,184	,139	,304*
	Sig. (2-tailed)	,393	,653	,602	,588	,496	,985	,134	,257	,012
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,083	,102	,214	,280*	,279*	,297*	,374**	,313**	,529*
	Sig. (2-tailed)	,503	,407	,079	,021	,021	,014	,002	,009	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,294*	,272*	,185	,432**	,243*	,264*	,248*	,221	,624*
	Sig. (2-tailed)	,015	,025	,131	,000	,046	,030	,042	,070	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,175	,248*	,010	,398**	,095	,173	,262*	,108	,523*

	Sig. (2-tailed)	,153	,042	,938	,001	,440	,158	,031	,383	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,405**	,273*	,248*	,462**	,252*	,241*	,281*	,191	,577*
	Sig. (2-tailed)	,001	,024	,042	,000	,038	,047	,020	,119	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,245*	,253*	,036	,354**	,066	,071	,384**	,276*	,511*
	Sig. (2-tailed)	,044	,038	,772	,003	,592	,565	,001	,022	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,235	,264*	,194	,206	,052	,033	,265*	,005	,313*
	Sig. (2-tailed)	,053	,029	,113	,092	,673	,787	,029	,965	,009
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,397**	,541**	,244*	,445**	,440**	,422**	,432**	,484**	,672*
	Sig. (2-tailed)	,001	,000	,045	,000	,000	,000	,000	,000	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,228	,289*	,157	,413**	,289*	,140	,134	,243*	,435*
	Sig. (2-tailed)	,061	,017	,201	,000	,017	,256	,277	,046	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,358**	,414**	,258*	,422**	,232	,176	,262*	,195	,694*
	Sig. (2-tailed)	,003	,000	,033	,000	,057	,151	,031	,111	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,356**	,389**	,153	,383**	,167	,052	,296*	,129	,568*
	Sig. (2-tailed)	,003	,001	,213	,001	,173	,672	,014	,296	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,461**	,391**	,168	,410**	,146	,034	,375**	,161	,616*





	Sig. (2-tailed)	,022	,012	,000	,000	,000		,000	,000	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,484**	,379**	,382**	,536**	,302*	,465**	1	,518**	,694*
	Sig. (2-tailed)	,000	,001	,001	,000	,012	,000		,000	,000
	N	68	68	68	68	68	68	68	68	68
Kinerja Karyawan	Pearson Correlation	,285*	,246*	,275*	,393**	,447**	,481**	,518**	1	,545*
	Sig. (2-tailed)	,018	,043	,023	,001	,000	,000	,000		,000
	N	68	68	68	68	68	68	68	68	68
Total	Pearson Correlation	,635**	,610**	,460**	,736**	,499**	,501**	,694**	,545**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	
	N	68	68	68	68	68	68	68	68	68

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).



Kepuasan Kerja	Pearson Correlation	,244*	,445**	,440**	,422**	,432**	,484**	,562**	,335**	1	,419**	,526**	,328**	,417**	,530**	,603**	,397**	,716**
	Sig. (2-tailed)	,045	,000	,000	,000	,000	,000	,000	,005		,000	,000	,006	,000	,000	,000	,001	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,157	,413**	,289*	,140	,134	,243*	,244*	,279*	,419**	1	,385**	,309*	,184	,406**	,374**	,228	,494**
	Sig. (2-tailed)	,201	,000	,017	,256	,277	,046	,045	,021	,000		,001	,010	,134	,001	,002	,061	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,258*	,422**	,232	,176	,262*	,195	,349**	,382**	,526**	,385**	1	,733**	,589**	,504**	,595**	,358**	,693**
	Sig. (2-tailed)	,033	,000	,057	,151	,031	,111	,004	,001	,000	,001		,000	,000	,000	,000	,003	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,153	,383**	,167	,052	,296*	,129	,311**	,433**	,328**	,309*	,733**	1	,690**	,381**	,391**	,356**	,624**
	Sig. (2-tailed)	,213	,001	,173	,672	,014	,296	,010	,000	,006	,010	,000		,000	,001	,001	,003	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,168	,410**	,146	,034	,375**	,161	,294*	,403**	,417**	,184	,589**	,690**	1	,229	,362**	,461**	,611**
	Sig. (2-tailed)	,170	,001	,234	,783	,002	,191	,015	,001	,000	,134	,000	,000		,061	,002	,000	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,248*	,358**	,303*	,288*	,323**	,379**	,477**	,337**	,530**	,406**	,504**	,381**	,229	1	,470**	,278*	,610**
	Sig. (2-tailed)	,042	,003	,012	,017	,007	,001	,000	,005	,000	,001	,000	,001	,061		,000	,022	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,332**	,506**	,321**	,335**	,482**	,402**	,496**	,488**	,603**	,374**	,595**	,391**	,362**	,470**	1	,546**	,755**
	Sig. (2-tailed)	,006	,000	,008	,005	,000	,001	,000	,000	,000	,002	,000	,001	,002	,000		,000	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Kepuasan Kerja	Pearson Correlation	,260*	,482**	,294*	,277*	,484**	,285*	,443**	,509**	,397**	,228	,358**	,356**	,461**	,278*	,546**	1	,668**
	Sig. (2-tailed)	,032	,000	,015	,022	,000	,018	,000	,000	,001	,061	,003	,003	,000	,022	,000		,000
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68
Total	Pearson Correlation	,511**	,754**	,540**	,560**	,709**	,584**	,740**	,736**	,716**	,494**	,693**	,624**	,611**	,610**	,755**	,668**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68	68

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

**UJI VALIDITAS**

**b. Komitmen Organisasi**

**Correlations**

		Komitmen organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Komitmen Organisasi	Total
Komitmen organisasi	Pearson Correlation	1	,464**	,543**	,529**	,286*	,580**	,284*	,278*	,242*	,072	,041	,608**
	Sig. (2-tailed)		,000	,000	,000	,018	,000	,019	,022	,046	,561	,741	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,464**	1	,607**	,390**	,160	,400**	,152	,231	,238	,233	,120	,568**
	Sig. (2-tailed)	,000		,000	,001	,193	,001	,217	,058	,051	,056	,329	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,543**	,607**	1	,533**	,143	,429**	,256*	,072	,218	,056	,083	,541**
	Sig. (2-tailed)	,000	,000		,000	,246	,000	,035	,561	,074	,652	,502	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,529**	,390**	,533**	1	,339**	,474**	,377**	,282*	,251*	,254*	,087	,651**
	Sig. (2-tailed)	,000	,001	,000		,005	,000	,002	,020	,039	,037	,482	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,286*	,160	,143	,339**	1	,433**	,201	,217	,176	,277*	,054	,514**
	Sig. (2-tailed)	,018	,193	,246	,005		,000	,101	,076	,150	,022	,664	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,580**	,400**	,429**	,474**	,433**	1	,392**	,447**	,284*	,341**	,049	,724**
	Sig. (2-tailed)	,000	,001	,000	,000	,000		,001	,000	,019	,004	,689	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,284*	,152	,256*	,377**	,201	,392**	1	,631**	,448**	,501**	,364**	,704**
	Sig. (2-tailed)	,019	,217	,035	,002	,101	,001		,000	,000	,000	,002	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,278*	,231	,072	,282*	,217	,447**	,631**	1	,380**	,568**	,324**	,685**
	Sig. (2-tailed)	,022	,058	,561	,020	,076	,000	,000		,001	,000	,007	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,242*	,238	,218	,251*	,176	,284*	,448**	,380**	1	,315**	,428**	,608**
	Sig. (2-tailed)	,046	,051	,074	,039	,150	,019	,000	,001		,009	,000	,000

	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,072	,233	,056	,254*	,277*	,341**	,501**	,568**	,315**	1	,300*	,619**
	Sig. (2-tailed)	,561	,056	,652	,037	,022	,004	,000	,000	,009		,013	,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Komitmen Organisasi	Pearson Correlation	,041	,120	,083	,087	,054	,049	,364**	,324**	,428**	,300*	1	,444**
	Sig. (2-tailed)	,741	,329	,502	,482	,664	,689	,002	,007	,000	,013		,000
	N	68	68	68	68	68	68	68	68	68	68	68	68
Total	Pearson Correlation	,608**	,568**	,541**	,651**	,514**	,724**	,704**	,685**	,608**	,619**	,444**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	68	68	68	68	68	68	68	68	68	68	68	68

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\*. Correlation is significant at the 0.05 level (2-tailed).

**LAMPIARAN 5**  
**UJI RELIABILITAS**

## UJI RELIABILITY

### a. Kepuasan Kerja

**Case Processing Summary**

		N	%
Cases	Valid	68	100,0
	Excluded <sup>a</sup>	0	,0
	Total	68	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,905	16

### b. Komitmen Organisasi

**Case Processing Summary**

		N	%
Cases	Valid	68	100,0
	Excluded <sup>a</sup>	0	,0
	Total	68	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,824	11

### c. Kinerja Karyawan

**Case Processing Summary**

		N	%
Cases	Valid	68	100,0
	Excluded <sup>a</sup>	0	,0
	Total	68	100,0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
,914	26

**LAMPIRAN 6**  
**UJI REGRESSION**



## REGRESSION

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	KO, KP <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: KK

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,995 <sup>a</sup>	,989	,989	1,393

a. Predictors: (Constant), KO, KP

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11567,722	2	5783,861	2979,935	,000 <sup>a</sup>
	Residual	126,161	65	1,941		
	Total	11693,882	67			

a. Predictors: (Constant), KO, KP

b. Dependent Variable: KK

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,235	1,210		1,847	,069
	KP	,908	,023	,678	40,276	,000
	KO	,987	,040	,412	24,460	,000

a. Dependent Variable: KK

**LAMPIRAN 7**  
**UJI ASUMSI KLASIK**

## UJI ASUMSI KLASIK

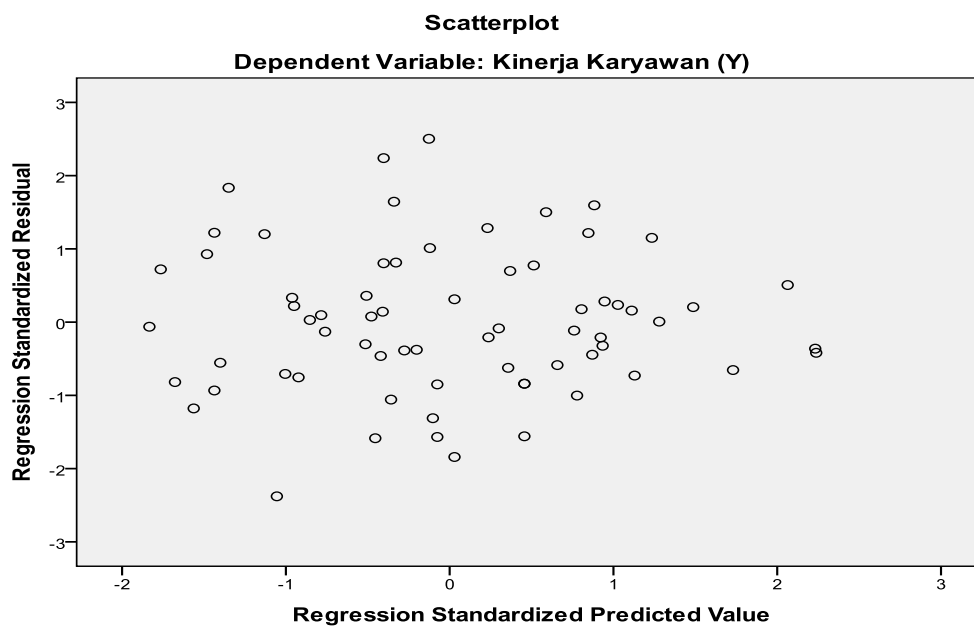
### a. Multikolinearitas

Coefficients<sup>a</sup>

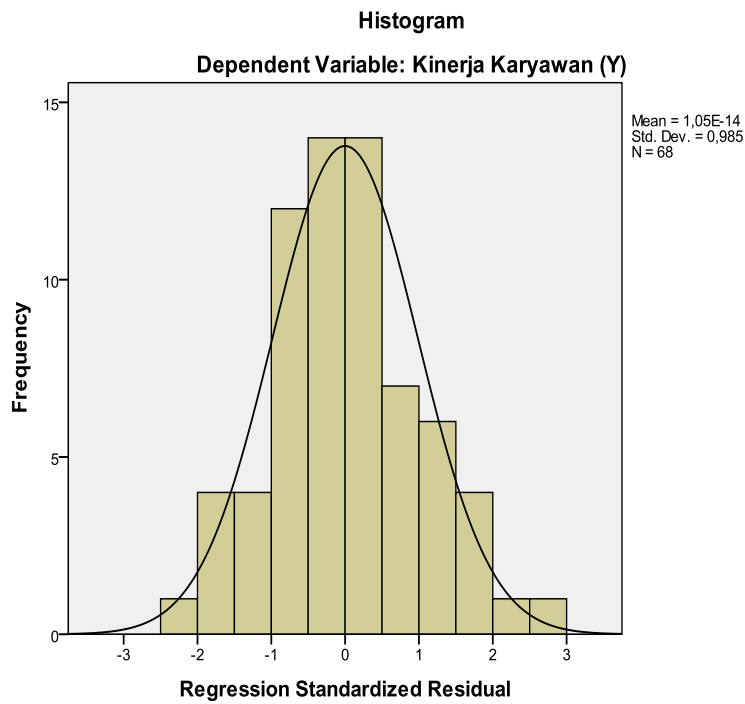
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	2,235	1,210		1,847	,069		
Kepuasan Kerja (X1)	,908	,023	,678	40,276	,000	,585	1,708
Komitmen Organisasi (X2)	,987	,040	,412	24,460	,000	,585	1,708

a. Dependent Variable: Kinerja Karyawan (Y)

### b. Uji Heteroskedastisitas



**c. Uji Autokorelasi**



**d. Uji Normalitas**

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		68
Normal Parameters <sup>a,b</sup>	Mean	,0000000
	Std. Deviation	1,37222340
Most Extreme Differences	Absolute	,078
	Positive	,078
	Negative	-,047
Kolmogorov-Smirnov Z		,646
Asymp. Sig. (2-tailed)		,799

a. Test distribution is Normal.

b. Calculated from data.

**LAMPIRAN 8**  
**HASIL TURNITIN**

# Skripsi Abddurahman

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