

Lampiran 1 (Kuesioner Penelitian)

INSTRUMEN KOMPENSASI

(Kuesioner B)

Mohon memberi tanda ceklis (√) yang ada di sebelah pernyataan sesuai dengan pilihan jawaban anda.

Keterangan: **STS** : Sangat Tidak Setuju

TS : Tidak Setuju

S : Setuju

SS : Sangat Setuju

| No. | Pernyataan | STS | TS | S | SS |
|-----|---|-----|----|---|----|
| 1. | Upah sudah memenuhi unsur minimal yang ditetapkan oleh pemerintah. | | | | |
| 2. | Tunjangan jabatan yang ada sesuai dengan bobot kerja dan tanggung jawab yang diemban. | | | | |
| 3. | Upah yang di bagikan telah sesuai dengan prestasi yang di hasilkan. | | | | |
| 4. | Mendapatkan tunjangan keluarga di luar perhitungan upah minimal. | | | | |
| 5. | Mendapatkan tunjangan-tunjangan lain (misalnya tunjangan lauk-pauk) yang bersifat tetap setiap bulan, tanpa mengurangi UMK. | | | | |
| 6. | Mendapatkan tunjangan kesehatan (BPJS) sesuai dengan ketentuan yang diatur dalam perundang-undangan. | | | | |
| 7. | Mendapatkan tunjangan hari raya/keagamaan sesuai dengan ketentuan perundang-undangan. | | | | |
| 8. | Mendapatkan tunjangan makan setiap masuk bekerja. | | | | |
| 9. | Mendapatkan tunjangan transportasi setiap masuk bekerja. | | | | |
| 10. | Mendapatkan tunjangan insentif jika memenuhi target yang sudah ditetapkan. | | | | |
| 11. | Setiap tahun menerima tunjangan jasa produktif. | | | | |
| 12. | Memberikan bonus yang dilakukan secara proposional dan adil. | | | | |
| 13. | Mendapatkan uang cuti tahunan dari perusahaan. | | | | |
| 14. | Setiap tahun berlibur bersama seluruh anggota. | | | | |

INSTRUMEN GAYA KEPEMIMPINAN TRANSAKSIONAL

(Kuesioner C)

Mohon memberi tanda ceklis (√) yang ada di sebelah pernyataan sesuai dengan pilihan jawaban anda.

Keterangan: **STS** : Sangat Tidak Setuju
TS : Tidak Setuju
S : Setuju
SS : Sangat Setuju

| No. | Pernyataan | STS | TS | S | SS |
|-----|---|-----|----|---|----|
| 1. | Pemimpin memberikan imbalan jika saya mampu melaksanakan pekerjaan yang diperintahkan dengan baik. | | | | |
| 2. | Pemimpin melakukan tindakan perbaikan atas kesalahan yang saya lakukan. | | | | |
| 3. | Pemimpin selalu memantau kesalahan yang saya lakukan dalam bekerja. | | | | |
| 4. | Pemimpin ikut bertanggung jawab terhadap semua tugas yang diberikan terhadap saya. | | | | |
| 5. | Saya merasa pimpinan kurang dekat dengan bawahannya sehingga ada sekat antara pemimpin dan bawahan. | | | | |
| 6. | Pimpinan memberikan kewenangan penuh atas pekerjaan yang dilakukan karyawannya. | | | | |
| 7. | Pimpinan memberikan peringatan dan sanksi apabila terjadi kesalahan dalam proses kerja yang saya lakukan. | | | | |
| 8. | Pimpinan beradaptasi dalam kegiatan kelompok. | | | | |
| 9. | Pimpinan memberikan pedoman kerja kepada saya untuk melakukan pekerjaan. | | | | |
| 10. | Pimpinan selalu memberikan dorongan dan semangat untuk bekerja lebih baik. | | | | |

INSTRUMEN KEPUASAN KERJA

(Kuesioner D)

Mohon memberi tanda ceklis (✓) yang ada di sebelah pernyataan sesuai dengan pilihan jawaban anda.

Keterangan: **STS** : Sangat Tidak Setuju

TS : Tidak Setuju

S : Setuju

SS : Sangat Setuju

| No. | Pernyataan | STS | TS | S | SS |
|-----|--|-----|----|---|----|
| 1. | Gaji/upah yang diterima sudah layak dan saya merasa puas. | | | | |
| 2. | Selain gaji/upah, saya menerima tunjangan-tunjangan lainnya. | | | | |
| 3. | Pekerjaan yang saya lakukan sangat menarik dan menyenangkan. | | | | |
| 4. | Saya diberi kesempatan seluas-luasnya untuk belajar, ini sangat menyenangkan. | | | | |
| 5. | Saya diberi tanggung jawab dan kepercayaan terhadap pekerjaan dan saya merasa puas. | | | | |
| 6. | Saya puas atas sistem promosi yang ada karena dilakukan secara transparan dan berdasarkan prestasi (bukan kedekatan semata). | | | | |
| 7. | Saya memiliki peluang yang sama dengan yang lain untuk meraih posisi yang lebih baik. | | | | |
| 8. | Penyelia menunjukkan perhatian dan selalu meberikan nasihat kepada saya. | | | | |
| 9. | Penyelia memuji saya apabila mencapai hasil yang baik. | | | | |
| 10. | Penyelia selalu membantu apabila mendapatkan kesulitan dalam bekerja. | | | | |
| 11. | Rekan kerja saya cukup cerdas dan sangat membantu dalam bekerja. | | | | |
| 12. | Rekan kerja saya sangat menyenangkan dan bertanggung jawab atas pekerjaannya dan dapat diteladani. | | | | |
| 13. | Rekan kerja selalu mendorong saya dalam melaksanakan pekerjaan dengan baik sehingga saya merasa puas. | | | | |

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| 20. | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 21. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 33 |
| 22. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 33 |
| 23. | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 26 |
| 24. | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 30 |
| 25. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 26. | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 44 |
| 27. | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 41 |
| 28. | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 38 |
| 29. | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 38 |
| 30. | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 38 |
| 31. | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 2 | 2 | 1 | 3 | 38 |
| 32. | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 33. | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 32 |
| 34. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 39 |
| 35. | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 34 |
| 36. | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 29 |
| 37. | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 33 |
| 38. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 1 | 32 |
| 39. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 2 | 33 |
| 40. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 32 |
| 41. | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 31 |
| 42. | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 37 |
| 43. | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 1 | 31 |
| 44. | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 29 |

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| 45. | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 39 |
| 46. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 33 |
| 47. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 33 |
| 48. | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 47 |
| 49. | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 44 |
| 50. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 51. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 52. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 53. | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 2 | 3 | 32 |
| 54. | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 42 |
| 55. | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 2 | 35 |
| 56. | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 27 |
| 57. | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 32 |
| 58. | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 30 |
| 59. | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 30 |
| 60. | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 31 |
| 61. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 37 |
| 62. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 63. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 64. | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 1 | 2 | 28 |
| 65. | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 29 |
| 66. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 67. | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 35 |
| 68. | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 33 |
| 69. | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 44 |

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| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 |
| 2 | 3 | 3 | 3 | 3 | 3 | 4 | 21 |
| 3 | 2 | 2 | 3 | 3 | 3 | 2 | 18 |
| 2 | 2 | 2 | 3 | 2 | 2 | 2 | 15 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 2 | 3 | 2 | 2 | 2 | 2 | 2 | 15 |
| 2 | 2 | 2 | 2 | 2 | 3 | 3 | 16 |
| 2 | 3 | 2 | 3 | 2 | 3 | 3 | 18 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 26 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| 3 | 3 | 4 | 3 | 3 | 4 | 3 | 23 |
| 3 | 3 | 3 | 4 | 3 | 3 | 3 | 22 |
| 3 | 4 | 3 | 3 | 4 | 3 | 4 | 24 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 2 | 3 | 2 | 3 | 2 | 3 | 2 | 17 |

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| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 2 | 2 | 3 | 3 | 3 | 19 |
| 3 | 3 | 2 | 3 | 2 | 3 | 3 | 19 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 3 | 2 | 3 | 3 | 3 | 20 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 23 |
| 3 | 3 | 2 | 2 | 3 | 3 | 3 | 19 |
| 3 | 3 | 2 | 2 | 3 | 3 | 3 | 19 |
| 3 | 4 | 2 | 3 | 4 | 4 | 4 | 24 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 24 |
| 4 | 4 | 4 | 4 | 3 | 4 | 3 | 26 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 2 | 3 | 3 | 3 | 2 | 3 | 3 | 19 |
| 3 | 4 | 3 | 4 | 4 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 27 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
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| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
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| 2 | 3 | 3 | 3 | 2 | 3 | 4 | 20 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 20 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
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| 4 | 3 | 4 | 4 | 4 | 3 | 4 | 26 |
| 3 | 3 | 3 | 4 | 3 | 4 | 4 | 24 |
| 4 | 4 | 3 | 3 | 3 | 3 | 3 | 23 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 4 | 4 | 4 | 3 | 3 | 24 |
| 4 | 3 | 4 | 4 | 3 | 3 | 4 | 25 |
| 2 | 3 | 4 | 3 | 3 | 3 | 3 | 21 |
| 3 | 3 | 4 | 3 | 4 | 3 | 4 | 24 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 24 |
| 3 | 3 | 3 | 3 | 4 | 4 | 3 | 23 |

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| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 3 | 3 | 42 |
| 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 41 |
| 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 35 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 2 | 2 | 3 | 3 | 1 | 3 | 2 | 2 | 2 | 3 | 3 | 29 |
| 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 34 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 38 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 45 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 43 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 39 |

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| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 36 |
| 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 40 |
| 3 | 2 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 39 |
| 2 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 39 |
| 3 | 3 | 3 | 4 | 4 | 2 | 2 | 4 | 4 | 3 | 3 | 3 | 38 |
| 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 40 |
| 2 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 40 |

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|--------------------------|-------------------------|
| N | | 79 |
| Normal Parameters ^{a,b} | Mean | ,0000000 |
| | Std. Deviation | 2,22143903 |
| | Most Extreme Differences | |
| | Absolute | ,078 |
| | Positive | ,061 |
| | Negative | -,078 |
| Test Statistic | | ,078 |
| Asymp. Sig. (2-tailed) | | ,200 ^{c,d} |

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. | Collinearity Statistics | |
|-------|-------------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 10,813 | 2,334 | | 4,632 | ,000 | | |
| | Kompensasi | ,502 | ,063 | ,644 | 7,943 | ,000 | ,714 | 1,401 |
| | GayaKepemimpinanTransaksional | ,370 | ,122 | ,245 | 3,027 | ,003 | ,714 | 1,401 |

a. Dependent Variable: KepuasanKaryawan

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,901 | 1,433 | | 2,025 | ,046 |
| | Kompensasi | -,064 | ,039 | -,219 | -1,645 | ,104 |
| | Gayakepemimpinantransaksiona | ,045 | ,075 | ,079 | ,596 | ,553 |

a. Dependent Variable: AbsUt

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | T | Sig. |
|-------|-------------------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 10,813 | 2,334 | | 4,632 | ,000 |
| | Kompensasi | ,502 | ,063 | ,644 | 7,943 | ,000 |
| | GayaKepemimpinanTransaksional | ,370 | ,122 | ,245 | 3,027 | ,003 |

a. Dependent Variable: KepuasanKaryawan

ANOVA^a

| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 694,833 | 2 | 347,417 | 68,596 | ,000 ^b |
| | Residual | 384,914 | 76 | 5,065 | | |
| | Total | 1079,747 | 78 | | | |

a. Dependent Variable: KepuasanKaryawan

b. Predictors: (Constant), GayaKepemimpinanTransaksional, Kompensasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,802 ^a | ,644 | ,634 | 2,250 |

a. Predictors: (Constant), GayaKepemimpinanTransaksional, Kompensasi

b. Dependent Variable: KepuasanKaryawan