

# LAMPIRAN

## Lampiran 1

### **KUESIONER** **PENGARUH KOMPENSASI TERHADAP KEPUASAN KERJA DENGAN** **DIMODERASI OLEH MOTIVASI KERJA KARYAWAN**

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#### A. Petunjuk Pengisian

1. Pernyataan yang ada, mohon dibaca dan dipahami dengan sebaik-baiknya, dan dibandingkan dengan realita yang dialami oleh Bapak/ibu.
2. Pilihlah jawaban dari daftar tabel pernyataan dengan memberi tanda ceklis (✓) pada salah satu jawaban yang paling sesuai menurut Bapak/Ibu. Adapun makna tanda jawaban tersebut sebagai berikut.

| <b>Simbol</b> | <b>Kategori</b>     | <b>Nilai Bobot</b> |
|---------------|---------------------|--------------------|
| SS            | Sangat Setuju       | 5                  |
| ST            | Setuju              | 4                  |
| CS            | Cukup Setuju        | 3                  |
| TS            | Tidak Setuju        | 2                  |
| STS           | Sangat Tidak Setuju | 1                  |

3. Kuesioner ini dapat digunakan secara optimal apabila seluruh pernyataan telah terjawab.

#### B. Identitas Responden

- Nama : .....
- Jenis Kelamin : ( ) Laki-laki ( ) Perempuan
- Status : ( ) Sudah menikah ( ) Belum menikah
- Usia :
- a. 15-25 tahun
  - b. 26-35 tahun
  - c. 36-45 tahun
- Pendidikan Terakhir : .....
- Status Pekerjaan : Karyawan Tetap Perusahaan

| No.                        | Pernyataan   | Jawaban responden |    |    |    |     |
|----------------------------|--|-------------------|----|----|----|-----|
| <b>Variabel Kompensasi</b> |  | SS                | ST | CS | TS | STS |
|                            | <b><i>Normatif</i></b>   |                   |    |    |    |     |
| 1.                         | Gaji yang saya terima sudah memenuhi unsur minimal yang ditetapkan pemerintah                            |                   |    |    |    |     |
| 2.                         | Perusahaannya memberikan tunjangan jabatan kepada saya sesuai dengan bobot dan tanggungjawab yang emban. |                   |    |    |    |     |
| 3.                         | Gaji yang saya terima sudah sesuai dengan hasil kerja yang saya lakukan                                  |                   |    |    |    |     |
| 4.                         | Perusahaan memberikan tunjangan keluarga kepada saya (tunjangan suami/istri dan anak)                    |                   |    |    |    |     |
| 5.                         | Setiap sakit atau terjadi kecelakaan kerja saya mendapatkan tunjangan kesehatan dari perusahaan          |                   |    |    |    |     |
| 6.                         | Setiap tahun saya mendapatkan tunjangan hari raya/keagamaan dari perusahaan                              |                   |    |    |    |     |
|                            | <b><i>Kebijakan</i></b>  |                   |    |    |    |     |
| 7.                         | Setiap masuk kerja saya mendapatkan makan dan minum dari perusahaan                                      |                   |    |    |    |     |
| 8.                         | Perusahaan memberikan tunjangan transportasi kepada saya setiap masuk kerja                              |                   |    |    |    |     |
| 9.                         | Setiap saya mencapai target yang sudah ditetapkan, saya mendapatkan insentif dari perusahaan             |                   |    |    |    |     |
| 10.                        | Pembagian bonus yang diberikan dilakukan secara profesional dan adil                                     |                   |    |    |    |     |
| 11.                        | Setiap tahun kami melakukan liburan bersama-sama   |                   |    |    |    |     |
|                            | <b><i>Sumber : Edison dkk (2017)</i></b>   |                   |    |    |    |     |

| No.                     | Pernyataan  | Jawaban responden |    |    |    |     |
|-------------------------|---|-------------------|----|----|----|-----|
| Variabel motivasi kerja |   | SS                | ST | CS | TS | STS |
|                         | <b><i>Kebutuhan fisiologi</i></b>   |                   |    |    |    |     |
| 1.                      | Saya bekerja untuk memenuhi kebutuhan hidup (sandang, pangan, dan papan)                                |                   |    |    |    |     |
|                         | <b><i>Kebutuhan rasa aman</i></b>   |                   |    |    |    |     |
| 2.                      | Saya bekerja dengan senang karena lingkungan kerja yang nyaman  |                   |    |    |    |     |
| 3.                      | Saya bekerja untuk masa depan saya yang terjamin dari program pensiun atau program hari tua             |                   |    |    |    |     |
| 4.                      | Saya bekerja dengan tenang karena keselamatan dalam bekerja diperusahaan sudah diperhatikan dengan baik |                   |    |    |    |     |
|                         | <b><i>Kebutuhan sosial</i></b>  |                   |    |    |    |     |
| 5.                      | Saya bekerja karena pimpinan memberikan perhatian kepada saya   |                   |    |    |    |     |
| 6.                      | Saya bekerja untuk mendapatkan banyak rekan kerja yang menyenangkan                                     |                   |    |    |    |     |
| 7.                      | Saya bekerja dengan baik karena pimpinan tidak membeda-bedakan karyawan                                 |                   |    |    |    |     |
|                         | <b><i>Kebutuhan harga diri</i></b>  |                   |    |    |    |     |
| 8.                      | Saya bekerja karena pimpinan memperlakukan saya dengan baik dan sopan                                   |                   |    |    |    |     |
| 9.                      | Selama bekerja perusahaan mengakui dan menghargai hasil kerja saya                                      |                   |    |    |    |     |
| 10.                     | Saya bekerja untuk mendapatkan prestasi diperusahaan  |                   |    |    |    |     |
| 11.                     | Dalam bekerja saya banyak dibutuhkan ditempat kerja   |                   |    |    |    |     |
|                         | <b><i>Kebutuhan aktualisasi diri</i></b>  |                   |    |    |    |     |
| 12.                     | Saya bekerja untuk pengembangan diri saya yang didukung oleh perusahaan                                 |                   |    |    |    |     |
| 13.                     | Dalam menghadapi pekerjaan yang sulit, saya dapat menyelesaikannya dengan baik                          |                   |    |    |    |     |
| 14.                     | Dalam bekerja, saya berinisiatif untuk melaksanakan pekerjaan lebih cepat dari waktu biasanya           |                   |    |    |    |     |
|                         | <b><i>Diadaptasi dari berbagai sumber</i></b>   |                   |    |    |    |     |

| No.                            | Pernyataan   | Jawaban responden |    |    |    |     |
|--------------------------------|--|-------------------|----|----|----|-----|
| <b>Variabel kepuasan kerja</b> |  | SS                | ST | CS | TS | STS |
|                                | <i>Ability utilization</i>   |                   |    |    |    |     |
| 1.                             | Saya merasa puas dengan kesempatan dalam menyelesaikan pekerjaan dengan semua kemampuan yang saya miliki |                   |    |    |    |     |
|                                | <i>Achievement</i>   |                   |    |    |    |     |
| 2.                             | Saya merasa puas dengan pencapaian prestasi yang saya peroleh dari pekerjaan                             |                   |    |    |    |     |
|                                | <i>Activity</i>  |                   |    |    |    |     |
| 3.                             | Saya merasa puas dengan kesibukan pekerjaan sehari-hari yang tidak terlalu membebani                     |                   |    |    |    |     |
|                                | <i>Advancement</i>   |                   |    |    |    |     |
| 4.                             | Saya puas atas kemajuan yang saya rasakan didalam pekerjaan  |                   |    |    |    |     |
|                                | <i>Authority</i>   |                   |    |    |    |     |
| 5.                             | Saya merasa puas dengan kesempatan wewenang yang dimiliki untuk menyuruh orang lain melakukan sesuatu    |                   |    |    |    |     |
|                                | <i>Company policies</i>  |                   |    |    |    |     |
| 6.                             | Saya merasa puas atas peraturan atau kebijakan yang dijalankan perusahaan                                |                   |    |    |    |     |
|                                | <i>Co-workers</i>  |                   |    |    |    |     |
| 7.                             | Saya merasa puas dengan rekan kerja saya dalam berinteraksi  |                   |    |    |    |     |
|                                | <i>Creativity</i>  |                   |    |    |    |     |
| 8.                             | Saya puas atas kesempatan mengembangkan ide-ide kreatif didalam pekerjaan                                |                   |    |    |    |     |
|                                | <i>Independence</i>  |                   |    |    |    |     |
| 9.                             | saya merasa puas dengan kesempatan mandiri dalam menyelesaikan pekerjaan                                 |                   |    |    |    |     |
|                                | <i>Security</i>  |                   |    |    |    |     |
| 10.                            | Saya merasa puas dengan keamanan kerja yang diberikan perusahaan   |                   |    |    |    |     |
|                                | <i>Social service</i>  |                   |    |    |    |     |
| 11.                            | saya merasa puas karena pekerjaan saya memberikan sesuatu yang berarti bagi orang lain                   |                   |    |    |    |     |
|                                | <i>Social status</i>   |                   |    |    |    |     |
| 12.                            | Saya merasa puas dengan kesempatan untuk mendapatkan pengakuan dari lingkungan saya bekerja              |                   |    |    |    |     |

|     |   |  |  |  |  |  |
|-----|---|--|--|--|--|--|
|     | <b><i>Moral values</i></b>  |  |  |  |  |  |
| 13. | Saya merasa puas karena pekerjaan yang saya lakukan tidak bertentangan dengan hati nurani saya      |  |  |  |  |  |
|     | <b><i>Recognition</i></b>   |  |  |  |  |  |
| 14. | Saya puas dengan pujian yang diberikan atas hasil kerja yang saya peroleh                           |  |  |  |  |  |
|     | <b><i>Responsibility</i></b>  |  |  |  |  |  |
| 15. | Saya merasa puas dengan tanggungjawab yang diberikan kepada saya                                    |  |  |  |  |  |
|     | <b><i>Supervision-human relationship</i></b>  |  |  |  |  |  |
| 16. | Saya merasa puas dengan cara atasan menangani keluhan karyawan                                      |  |  |  |  |  |
|     | <b><i>Supervision-technical</i></b>   |  |  |  |  |  |
| 17. | Saya merasa puas terhadap pengawasan atasan mengenai hal-hal teknis didalam pekerjaan               |  |  |  |  |  |
|     | <b><i>Variety</i></b>   |  |  |  |  |  |
| 18. | Saya merasa puas dengan kesempatan melakukan kegiatan lain yang berbeda                             |  |  |  |  |  |
|     | <b><i>Working condition</i></b>   |  |  |  |  |  |
| 19. | Saya merasa puas dengan lingkungan kerja saya seperti fasilitas-fasilitas yang diberikan perusahaan |  |  |  |  |  |
|     | <b><i>Minnesota satisfaction questionnaire</i></b>  |  |  |  |  |  |

## Lampiran 2

### DESKRIPTIF KARAKTERISTIK RESPONDEN

#### jeniskelamin

|       |           | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------|-----------|---------|---------------|--------------------|
| Valid | laki-laki | 81        | 88.0    | 88.0          | 88.0               |
|       | perempuan | 11        | 12.0    | 12.0          | 100.0              |
|       | Total     | 92        | 100.0   | 100.0         |                    |

#### status

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | sudah menikah | 65        | 70.7    | 70.7          | 70.7               |
|       | belum menikah | 27        | 29.3    | 29.3          | 100.0              |
|       | Total         | 92        | 100.0   | 100.0         |                    |

#### usia

|       |             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------------|-----------|---------|---------------|--------------------|
| Valid | 15-25 tahun | 26        | 28.3    | 28.3          | 28.3               |
|       | 26-35 tahun | 46        | 50.0    | 50.0          | 78.3               |
|       | 36-45 tahun | 20        | 21.7    | 21.7          | 100.0              |
|       | Total       | 92        | 100.0   | 100.0         |                    |

#### pendidikan

|       |         | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | SMA/SMK | 53        | 57.6    | 57.6          | 57.6               |
|       | S1      | 39        | 42.4    | 42.4          | 100.0              |
|       | Total   | 92        | 100.0   | 100.0         |                    |

## LAMPIRAN 3

### UJI VALIDITAS VARIABEL

#### Uji Validitas Variabel Kompensasi

|      |                     | Correlations |        |        |        |        |        |        |        |        |        |        |        |
|------|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|      |                     | X.1          | X.2    | X.3    | X.4    | X.5    | X.6    | X.7    | X.8    | X.9    | X.10   | X.11   | X      |
| X.1  | Pearson Correlation | 1            | .854** | .596** | .631** | .466** | .544** | .559** | .552** | .568** | .713** | .812** | .831** |
|      | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.2  | Pearson Correlation | .854**       | 1      | .628** | .674** | .515** | .531** | .598** | .553** | .646** | .719** | .821** | .861** |
|      | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.3  | Pearson Correlation | .596**       | .628** | 1      | .659** | .618** | .516** | .588** | .543** | .594** | .667** | .679** | .809** |
|      | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.4  | Pearson Correlation | .631**       | .674** | .659** | 1      | .413** | .588** | .624** | .457** | .564** | .622** | .622** | .776** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.5  | Pearson Correlation | .466**       | .515** | .618** | .413** | 1      | .464** | .647** | .580** | .635** | .565** | .566** | .739** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.6  | Pearson Correlation | .544**       | .531** | .516** | .588** | .464** | 1      | .435** | .607** | .668** | .517** | .577** | .727** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.7  | Pearson Correlation | .559**       | .598** | .588** | .624** | .647** | .435** | 1      | .441** | .667** | .618** | .544** | .766** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.8  | Pearson Correlation | .552**       | .553** | .543** | .457** | .580** | .607** | .441** | 1      | .476** | .658** | .647** | .740** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.9  | Pearson Correlation | .568**       | .646** | .594** | .564** | .635** | .668** | .667** | .476** | 1      | .559** | .638** | .799** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.10 | Pearson Correlation | .713**       | .719** | .667** | .622** | .565** | .517** | .618** | .658** | .559** | 1      | .813** | .850** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X.11 | Pearson Correlation | .812**       | .821** | .679** | .622** | .566** | .577** | .544** | .647** | .638** | .813** | 1      | .881** |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| X    | Pearson Correlation | .831**       | .861** | .809** | .776** | .739** | .727** | .766** | .740** | .799** | .850** | .881** | 1      |
|      | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
|      | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |

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

## Uji Validitas Variabel Kepuasan Kerja

|     |                     | Correlations |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     |                     | Y1           | Y2     | Y3     | Y4     | Y5     | Y6     | Y7     | Y8     | Y9     | Y10    | Y11    | Y12    | Y13    | Y14    | Y15    | Y16    | Y17    | Y18    | Y19    | Y      |
| Y1  | Pearson Correlation | 1            | .519** | .612** | .405** | .627** | .561** | .545** | .575** | .719** | .596** | .370** | .482** | .509** | .542** | .438** | .668** | .576** | .473** | .561** | .767** |
|     | Sig. (2-tailed)     |              | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y2  | Pearson Correlation | .519**       | 1      | .470** | .575** | .405** | .582** | .516** | .504** | .444** | .628** | .375** | .469** | .434** | .401** | .470** | .421** | .475** | .503** | .550** | .675** |
|     | Sig. (2-tailed)     | .000         |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y3  | Pearson Correlation | .612**       | .470** | 1      | .490** | .549** | .640** | .614** | .680** | .609** | .505** | .572** | .415** | .488** | .594** | .516** | .520** | .542** | .409** | .609** | .755** |
|     | Sig. (2-tailed)     | .000         | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y4  | Pearson Correlation | .405**       | .575** | .490** | 1      | .398** | .612** | .534** | .430** | .449** | .603** | .583** | .501** | .451** | .562** | .606** | .416** | .473** | .487** | .602** | .705** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y5  | Pearson Correlation | .627**       | .405** | .549** | .398** | 1      | .602** | .604** | .543** | .576** | .484** | .573** | .504** | .638** | .641** | .449** | .666** | .545** | .632** | .583** | .780** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y6  | Pearson Correlation | .561**       | .582** | .640** | .612** | .602** | 1      | .682** | .684** | .653** | .678** | .592** | .530** | .408** | .501** | .556** | .454** | .492** | .568** | .764** | .806** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y7  | Pearson Correlation | .545**       | .516** | .614** | .534** | .604** | .682** | 1      | .594** | .632** | .633** | .559** | .387** | .566** | .629** | .625** | .557** | .591** | .604** | .623** | .806** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y8  | Pearson Correlation | .575**       | .504** | .680** | .430** | .543** | .684** | .594** | 1      | .660** | .572** | .506** | .569** | .406** | .567** | .486** | .507** | .640** | .429** | .577** | .767** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y9  | Pearson Correlation | .719**       | .444** | .609** | .449** | .576** | .653** | .635** | .660** | 1      | .601** | .489** | .562** | .357** | .422** | .392** | .456** | .556** | .485** | .633** | .761** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y10 | Pearson Correlation | .596**       | .628** | .505** | .603** | .484** | .678** | .633** | .572** | .601** | 1      | .460** | .465** | .449** | .399** | .565** | .537** | .735** | .641** | .686** | .784** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y11 | Pearson Correlation | .370**       | .375** | .572** | .583** | .573** | .592** | .559** | .506** | .489** | .480** | 1      | .430** | .505** | .567** | .483** | .494** | .487** | .468** | .623** | .704** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y12 | Pearson Correlation | .492**       | .469** | .415** | .501** | .504** | .530** | .387** | .589** | .582** | .465** | .430** | 1      | .438** | .431** | .341** | .493** | .480** | .348** | .556** | .664** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .001   | .000   | .000   | .001   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y13 | Pearson Correlation | .509**       | .434** | .488** | .451** | .638** | .408** | .566** | .406** | .357** | .449** | .505** | .438** | 1      | .642** | .592** | .816** | .646** | .641** | .450** | .732** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y14 | Pearson Correlation | .545**       | .401** | .594** | .562** | .641** | .501** | .629** | .567** | .422** | .399** | .567** | .431** | .642** | 1      | .604** | .672** | .522** | .424** | .548** | .743** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y15 | Pearson Correlation | .438**       | .470** | .516** | .606** | .449** | .556** | .625** | .486** | .392** | .565** | .483** | .341** | .592** | .604** | 1      | .508** | .604** | .591** | .486** | .717** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .001   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y16 | Pearson Correlation | .668**       | .421** | .520** | .416** | .666** | .454** | .557** | .507** | .456** | .537** | .494** | .493** | .816** | .672** | .508** | 1      | .691** | .483** | .556** | .771** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y17 | Pearson Correlation | .576**       | .475** | .542** | .473** | .545** | .492** | .591** | .640** | .556** | .735** | .487** | .480** | .646** | .523** | .604** | .691** | 1      | .582** | .479** | .789** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y18 | Pearson Correlation | .473**       | .503** | .409** | .487** | .632** | .568** | .604** | .429** | .485** | .641** | .468** | .348** | .641** | .424** | .591** | .483** | .582** | 1      | .529** | .722** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .001   | .000   | .000   | .000   | .000   | .000   |        | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y19 | Pearson Correlation | .561**       | .550** | .609** | .602** | .583** | .764** | .623** | .577** | .633** | .686** | .623** | .556** | .450** | .548** | .486** | .556** | .479** | .529** | 1      | .795** |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Y   | Pearson Correlation | .767**       | .675** | .755** | .705** | .780** | .806** | .806** | .767** | .761** | .784** | .704** | .664** | .732** | .743** | .717** | .771** | .788** | .722** | .795** | 1      |
|     | Sig. (2-tailed)     | .000         | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
|     | N                   | 92           | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |

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

## Uji Validitas Variabel Motivasi Kerja

Correlations

|                          | Z.1    | Z.2    | Z.3    | Z.4    | Z.5    | Z.6    | Z.7    | Z.8    | Z.9    | Z.10   | Z.11   | Z.12   | Z.13   | Z.14   | Z      |
|--------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Z.1 Pearson Correlation  | 1      | .506** | .644** | .561** | .389** | .515** | .404** | .420** | .435** | .532** | .285** | .489** | .447** | .390** | .703** |
| Sig. (2-tailed)          |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .006   | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.2 Pearson Correlation  | .506** | 1      | .561** | .538** | .442** | .409** | .371** | .375** | .418** | .536** | .478** | .546** | .558** | .629** | .735** |
| Sig. (2-tailed)          | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.3 Pearson Correlation  | .644** | .561** | 1      | .474** | .407** | .296** | .449** | .455** | .301** | .481** | .423** | .349** | .581** | .407** | .692** |
| Sig. (2-tailed)          | .000   | .000   |        | .000   | .000   | .004   | .000   | .000   | .004   | .000   | .000   | .001   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.4 Pearson Correlation  | .561** | .538** | .474** | 1      | .571** | .642** | .422** | .475** | .385** | .638** | .489** | .530** | .619** | .549** | .796** |
| Sig. (2-tailed)          | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.5 Pearson Correlation  | .389** | .442** | .407** | .571** | 1      | .316** | .409** | .429** | .272** | .550** | .347** | .320** | .508** | .427** | .641** |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   |        | .002   | .000   | .000   | .009   | .000   | .001   | .002   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.6 Pearson Correlation  | .515** | .409** | .296** | .642** | .316** | 1      | .317** | .420** | .397** | .610** | .450** | .614** | .542** | .486** | .705** |
| Sig. (2-tailed)          | .000   | .000   | .004   | .000   | .002   |        | .002   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.7 Pearson Correlation  | .404** | .371** | .449** | .422** | .409** | .317** | 1      | .439** | .382** | .432** | .350** | .318** | .383** | .325** | .596** |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   | .000   | .002   |        | .000   | .000   | .000   | .001   | .002   | .000   | .002   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.8 Pearson Correlation  | .420** | .373** | .455** | .475** | .429** | .420** | .439** | 1      | .326** | .565** | .438** | .495** | .561** | .424** | .683** |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        | .002   | .000   | .000   | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.9 Pearson Correlation  | .435** | .418** | .301** | .395** | .272** | .397** | .382** | .326** | 1      | .351** | .401** | .467** | .316** | .404** | .577** |
| Sig. (2-tailed)          | .000   | .000   | .004   | .000   | .009   | .000   | .000   | .002   |        | .001   | .000   | .000   | .002   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.10 Pearson Correlation | .532** | .536** | .481** | .638** | .550** | .610** | .432** | .565** | .351** | 1      | .518** | .598** | .678** | .652** | .815** |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .001   |        | .000   | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.11 Pearson Correlation | .285** | .478** | .423** | .489** | .347** | .450** | .350** | .438** | .401** | .518** | 1      | .516** | .737** | .648** | .712** |
| Sig. (2-tailed)          | .006   | .000   | .000   | .000   | .001   | .000   | .001   | .000   | .000   | .000   |        | .000   | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.12 Pearson Correlation | .489** | .546** | .349** | .530** | .320** | .614** | .318** | .495** | .487** | .598** | .516** | 1      | .502** | .654** | .738** |
| Sig. (2-tailed)          | .000   | .000   | .001   | .000   | .002   | .000   | .002   | .000   | .000   | .000   | .000   |        | .000   | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.13 Pearson Correlation | .447** | .558** | .591** | .619** | .508** | .542** | .383** | .561** | .316** | .678** | .737** | .502** | 1      | .624** | .815** |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .002   | .000   | .000   | .000   |        | .000   | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z.14 Pearson Correlation | .390** | .629** | .407** | .549** | .427** | .485** | .325** | .424** | .404** | .652** | .648** | .654** | .624** | 1      | .761** |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   | .000   | .000   | .002   | .000   | .000   | .000   | .000   | .000   | .000   |        | .000   |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |
| Z Pearson Correlation    | .703** | .735** | .692** | .796** | .641** | .705** | .596** | .683** | .577** | .815** | .712** | .738** | .815** | .761** | 1      |
| Sig. (2-tailed)          | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
| N                        | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     | 92     |

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

## LAMPIRAN 4

### UJI RELIABILITAS VARIABEL

Uji Reliabilitas Variabel Kompensasi

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .943             | 11         |

Uji Reliabilitas Variabel Kepuasan Kerja

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .956             | 19         |

Uji Reliabilitas Variabel Motivasi Kerja

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .925             | 14         |

## LAMPIRAN 5

### UJI DESKRIPTIF VARIABEL

Kompensasi

#### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| P1                 | 92 | 2.00    | 4.00    | 3.2609 | .69329         |
| P2                 | 92 | 1.00    | 5.00    | 3.2500 | .77919         |
| P3                 | 92 | 1.00    | 5.00    | 3.2717 | .75743         |
| P4                 | 92 | 1.00    | 5.00    | 3.2717 | .66470         |
| P5                 | 92 | 2.00    | 5.00    | 3.2609 | .73931         |
| P6                 | 92 | 1.00    | 5.00    | 3.1957 | .65026         |
| P7                 | 92 | 1.00    | 5.00    | 3.1848 | .72520         |
| P8                 | 92 | 2.00    | 5.00    | 3.1304 | .71433         |
| P9                 | 92 | 1.00    | 5.00    | 3.2826 | .73119         |
| P10                | 92 | 2.00    | 5.00    | 3.2826 | .71600         |
| P11                | 92 | 1.00    | 5.00    | 3.3370 | .75995         |
| Valid N (listwise) | 92 |         |         |        |                |

Kepuasan Kerja

#### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| P1                 | 92 | 1.00    | 5.00    | 4.1304 | .81493         |
| P2                 | 92 | 2.00    | 5.00    | 4.0652 | .55081         |
| P3                 | 92 | 2.00    | 5.00    | 3.7065 | .58438         |
| P4                 | 92 | 1.00    | 5.00    | 4.0326 | .68662         |
| P5                 | 92 | 1.00    | 5.00    | 3.9565 | .85051         |
| P6                 | 92 | 1.00    | 5.00    | 3.6413 | .65602         |
| P7                 | 92 | 1.00    | 5.00    | 3.7826 | .70829         |
| P8                 | 92 | 1.00    | 5.00    | 3.6630 | .63380         |
| P9                 | 92 | 1.00    | 5.00    | 3.8804 | .79618         |
| P10                | 92 | 1.00    | 5.00    | 3.9783 | .79805         |
| P11                | 92 | 2.00    | 5.00    | 3.8152 | .59169         |
| P12                | 92 | 2.00    | 5.00    | 3.7283 | .66470         |
| P13                | 92 | 2.00    | 5.00    | 3.8152 | .69424         |
| P14                | 92 | 2.00    | 5.00    | 3.6630 | .59811         |
| P15                | 92 | 2.00    | 5.00    | 3.5870 | .61398         |
| P16                | 92 | 2.00    | 5.00    | 3.7717 | .68103         |
| P17                | 92 | 2.00    | 5.00    | 3.9130 | .82078         |
| P18                | 92 | 2.00    | 5.00    | 3.6957 | .58815         |
| P19                | 92 | 2.00    | 5.00    | 3.6304 | .58774         |
| Valid N (listwise) | 92 |         |         |        |                |

## Motivasi Kerja

### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean   | Std. Deviation |
|--------------------|----|---------|---------|--------|----------------|
| P1                 | 92 | 2.00    | 5.00    | 3.7717 | .57614         |
| P2                 | 92 | 2.00    | 5.00    | 3.5652 | .56070         |
| P3                 | 92 | 1.00    | 5.00    | 3.6522 | .70219         |
| P4                 | 92 | 1.00    | 5.00    | 3.5109 | .67114         |
| P5                 | 92 | 2.00    | 5.00    | 3.4891 | .60209         |
| P6                 | 92 | 2.00    | 5.00    | 3.5326 | .63680         |
| P7                 | 92 | 2.00    | 5.00    | 3.5652 | .56070         |
| P8                 | 92 | 2.00    | 4.00    | 3.3804 | .59007         |
| P9                 | 92 | 2.00    | 5.00    | 3.6413 | .54635         |
| P10                | 92 | 2.00    | 5.00    | 3.5109 | .56441         |
| P11                | 92 | 2.00    | 5.00    | 3.6739 | .61320         |
| P12                | 92 | 2.00    | 4.00    | 3.5435 | .60060         |
| P13                | 92 | 2.00    | 5.00    | 3.6522 | .67016         |
| P14                | 92 | 2.00    | 5.00    | 3.5652 | .57996         |
| Valid N (listwise) | 92 |         |         |        |                |

### STATISTIK DESKRIPTIF VARIABEL

#### Descriptive Statistics

|                    | N  | Minimum | Maximum | Mean  | Std. Deviation |
|--------------------|----|---------|---------|-------|----------------|
| Kompensasi         | 92 | 17      | 52      | 35,74 | 6,336          |
| Motivasi Kerja     | 92 | 26      | 64      | 50,05 | 6,054          |
| Kepuasan Kerja     | 92 | 33      | 92      | 72,46 | 9,725          |
| Valid N (listwise) | 92 |         |         |       |                |

## LAMPIRAN 6

### UJI ASUMSI KLASIK

Uji Normalitas

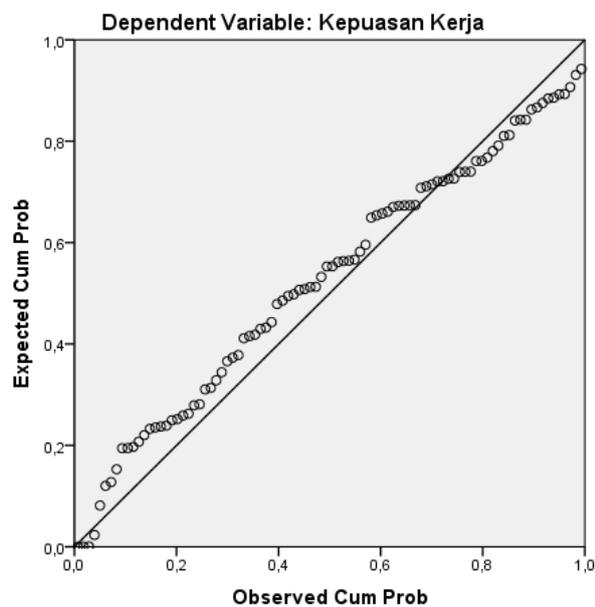
**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 92                      |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | 8,25514950              |
| Most Extreme Differences         | Absolute       | ,104                    |
|                                  | Positive       | ,071                    |
|                                  | Negative       | -,104                   |
| Kolmogorov-Smirnov Z             |                | ,993                    |
| Asymp. Sig. (2-tailed)           |                | ,277                    |

a. Test distribution is Normal.

b. Calculated from data.

**Normal P-P Plot of Regression Standardized Residual**



## Uji Multikolinearitas

Coefficients<sup>a</sup>

| Model |                           | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|---------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                           | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)                | 37,721                      | 7,693      |                           | 4,903 | ,000 |                         |       |
|       | Kompensasi                | -,006                       | ,162       | -,004                     | -,038 | ,970 | ,739                    | 1,354 |
|       | Motivasi Kerja            | ,406                        | ,167       | ,253                      | 2,424 | ,017 | ,754                    | 1,327 |
|       | Kompensasi*Motivasi Kerja | ,008                        | ,002       | ,366                      | 3,373 | ,001 | ,695                    | 1,440 |

a. Dependent Variable: Kepuasan Kerja

## Uji Heteroskedastisitas

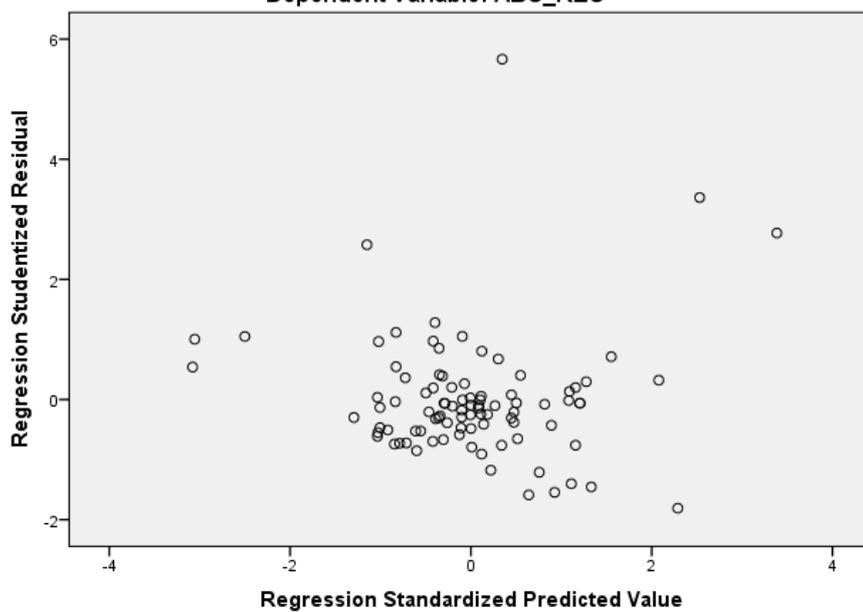
Coefficients<sup>a</sup>

| Model |                           | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------------------|-----------------------------|------------|---------------------------|--------|------|
|       |                           | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)                | 24,264                      | 4,858      |                           | 4,995  | ,000 |
|       | Kompensasi                | -,183                       | ,102       | -,203                     | -1,798 | ,076 |
|       | Motivasi Kerja            | -,176                       | ,106       | -,186                     | -1,662 | ,100 |
|       | Kompensasi*Motivasi Kerja | -,002                       | ,001       | -,127                     | -1,089 | ,279 |

a. Dependent Variable: ABS\_RES

Scatterplot

Dependent Variable: ABS\_RES



## LAMPIRAN 7

### UJI REGRESI

#### Uji Hipotesis 1

##### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,267 <sup>a</sup> | ,071     | ,061              | 9,424                      |

a. Predictors: (Constant), Kompensasi

##### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 614,131        | 1  | 614,131     | 6,915 | ,010 <sup>b</sup> |
|       | Residual   | 7992,695       | 90 | 88,808      |       |                   |
|       | Total      | 8606,826       | 91 |             |       |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi

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

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | 57,804                      | 5,658      |                           | 10,217 | ,000 |
|       | Kompensasi | ,410                        | ,156       | ,267                      | 2,630  | ,010 |

a. Dependent Variable: Kepuasan Kerja

## Uji Hipotesis 2

### Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,529 <sup>a</sup> | ,279     | ,255              | 8,395                      |

a. Predictors: (Constant), Kompensasi\*Motivasi Kerja, Motivasi Kerja, Kompensasi

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 2405,404       | 3  | 801,801     | 11,378 | ,000 <sup>b</sup> |
|       | Residual   | 6201,422       | 88 | 70,471      |        |                   |
|       | Total      | 8606,826       | 91 |             |        |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi\*Motivasi Kerja, Motivasi Kerja, Kompensasi

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

| Model |                           | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|---------------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                           | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)                | 37,721                      | 7,693      |                           | 4,903 | ,000 |
|       | Kompensasi                | -,006                       | ,162       | -,004                     | -,038 | ,970 |
|       | Motivasi Kerja            | ,406                        | ,167       | ,253                      | 2,424 | ,017 |
|       | Kompensasi*Motivasi Kerja | ,008                        | ,002       | ,366                      | 3,373 | ,001 |

a. Dependent Variable: Kepuasan Kerja

Perpustakaan Universitas Muhammadiyah Yogyakarta menyatakan bahwa Skripsi atas:

Nama : MA'RUF YORICI RAMADHAN  
NIM : 20150410124  
Prodi : Manajemen  
Judul : PENGARUH KOMPENSASI TERHADAP KEPUASAN KERJA KARYAWAN DAN MOTIVASI KERJA SEBAGAI VARIABEL MODERASI PADA PT. SINAR TAMBANG ARTHALESTARI (PT. STAR)  
Dosen Pembimbing : Meika Kurnia Puji RDA., M.Si., Ph.D

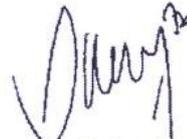
**Telah dilakukan tes Turnitin filter 1%, dengan indeks similaritasnya sebesar 8%.  
Semoga surat keterangan ini dapat digunakan sebagaimana mestinya.**

Mengetahui  
Ka. Ur. Pengelolaan



Laela Niswatin, S.I.Pust

Yogyakarta, 01-07-2019  
yang melaksanakan pengecekan



Ikram Al-Zein, S.Kom.I

