

LAMPIRAN

Lampiran 1

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

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.

Simbol	Kategori	Nilai Bobot
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				
Variabel Kompensasi		SS	ST	CS	TS	STS
	<i>Normatif</i>					
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					
	<i>Kebijakan</i>					
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					
	<i>Sumber : Edison dkk (2017)</i>					

No.	Pernyataan	Jawaban responden				
Variabel motivasi kerja		SS	ST	CS	TS	STS
	<i>Kebutuhan fisiologi</i>					
1.	Saya bekerja untuk memenuhi kebutuhan hidup (sandang, pangan, dan papan)					
	<i>Kebutuhan rasa aman</i>					
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					
	<i>Kebutuhan sosial</i>					
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					
	<i>Kebutuhan harga diri</i>					
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					
	<i>Kebutuhan aktualisasi diri</i>					
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					
	<i>Diadaptasi dari berbagai sumber</i>					

No.	Pernyataan	Jawaban responden				
Variabel kepuasan kerja		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					

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

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**	.632**	.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**	.522**	.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

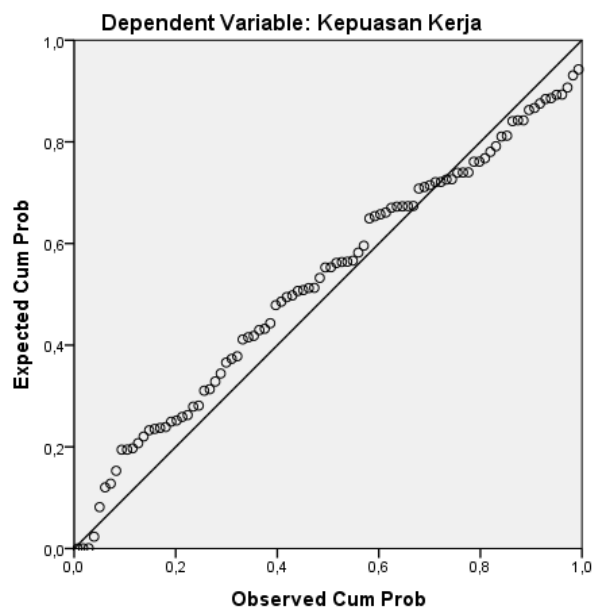
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		92
Normal Parameters ^{a,b}	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^a

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

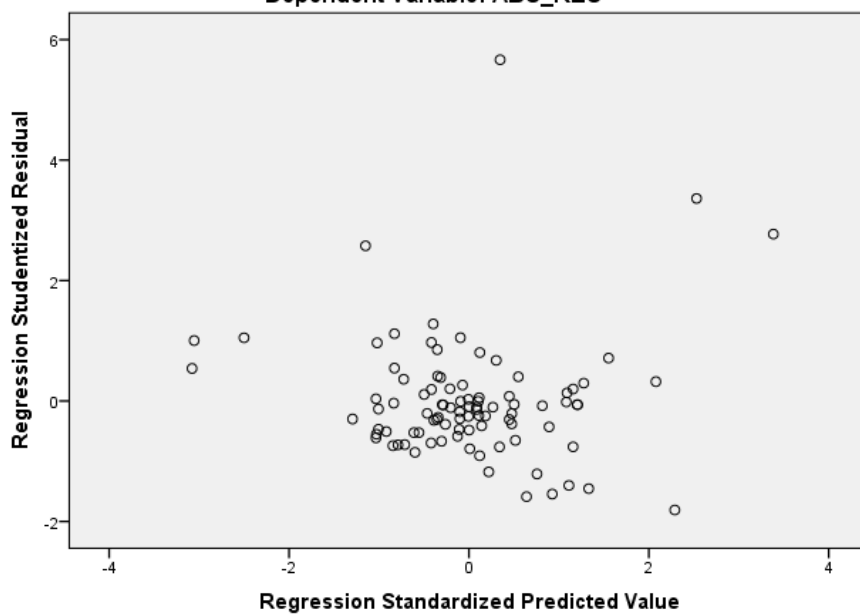
Coefficients^a

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 ^a	,071	,061	9,424

a. Predictors: (Constant), Kompensasi

ANOVA^a

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

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi

Coefficients^a

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 ^a	,279	,255	8,395

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

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2405,404	3	801,801	11,378	,000 ^b
	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^a

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

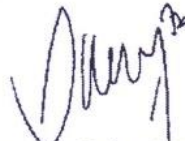
**Telah dilakukan tes Turnitin filter 1%, dengan indeks similaritasnya sebesar 8%.
Semoga surat keterangan ini dapat digunakan sebagaimana mestinya.**

Mengetahui
Ka. Ur. Pengelolaan



Laela Niswatin, S.I.Pust

Yogyakarta, 01-07-2019
yang melaksanakan pengecekan



Ikram Al- Zein, S.Kom.I

