

LAMPIRAN

Profile Responden

1. Nama :
2. Jenis kelamin :
3. Usia :
4. Devisi :

Petunjuk pengisian

Pilihlah jawaban yang sesuai dengan pertanyaan dibawah ini. Setiap pertanyaan memiliki lima jawaban yang dapat dipilih salah satu dengan penjelasan sebagai berikut:

Sangat Tidak Setuju (STS) = 1

Tidak Setuju () = 2

Ragu-Ragu (RR) = 3

Setuju (S) = 4

Sangat Setuju (SS) = 5

Kinerja karyawan

No.	Pertanyaan	SS	S	RR	TS	STS
		5	4	3	2	1
1.	Saya berusaha dalam memenuhi target yang telah ditetapkan oleh perusahaan					
2.	Saya berusaha untuk menjaga atau meningkatkan kualitas kerja					
3.	Saya berusaha datang tepat waktu ke tempat kerja					
4.	Saya selalu menyelesaikan pekerjaan yang telah menjadi tanggung jawab					
5.	Saya dapat berkerja sama dengan tim					

Lingkungan kerja

No.	Pertanyaan	SS	S	RR	TS	STS
		1	2	3	4	5
6.	Fasilitas penunjang kerja yang disediakan perusahaan sudah mendukung aktivitas kerja					
7.	Perusahaan memperhatikan kebutuhan fasilitas karyawan (contoh; tempat ibadah dan makan)					
8.	Hubungan antar rekan kerja setingkat terjalin harmonis					
9.	Hubungan antara atasan dan bawahan terjalin harmonis					

Kompensasi

No.	Pertanyaan	SS	S	RR	TS	STS
		1	2	3	4	5
10.	Saya menerima balas jasa (insentif) yang diberikan secara berkala (setiap minggu atau setiap bulan)					
11.	Saya mendapatkan jaminan yang pasti dari Perusahaan (contoh: jaminan Kesehatan)					
12.	Perusahaan memenuhi kontrak kerja yang telah disepakati bersama					
13.	Perusahaan memperlakukan karyawan dengan adil					
14.	Kesejahteraan saya meningkat (dapat lebih mencukupi kebutuhan sehari-hari)					

Karakteristik Responden

jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Perempuan	18	50.0	50.0	50.0
	Laki-laki	18	50.0	50.0	100.0
	Total	36	100.0	100.0	

devisi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Casual Freelancer	6	16.7	17.1	17.1
	waiter	11	30.6	31.4	48.6
	captain waiter	2	5.6	5.7	54.3
	koki	4	11.1	11.4	65.7
	cleaning service	6	16.7	17.1	82.9
	barista	3	8.3	8.6	91.4
	super visor	1	2.8	2.9	94.3
	kasir	2	5.6	5.7	100.0
	Total		35	97.2	100.0
	Missing	System	1	2.8	
Total		36	100.0		

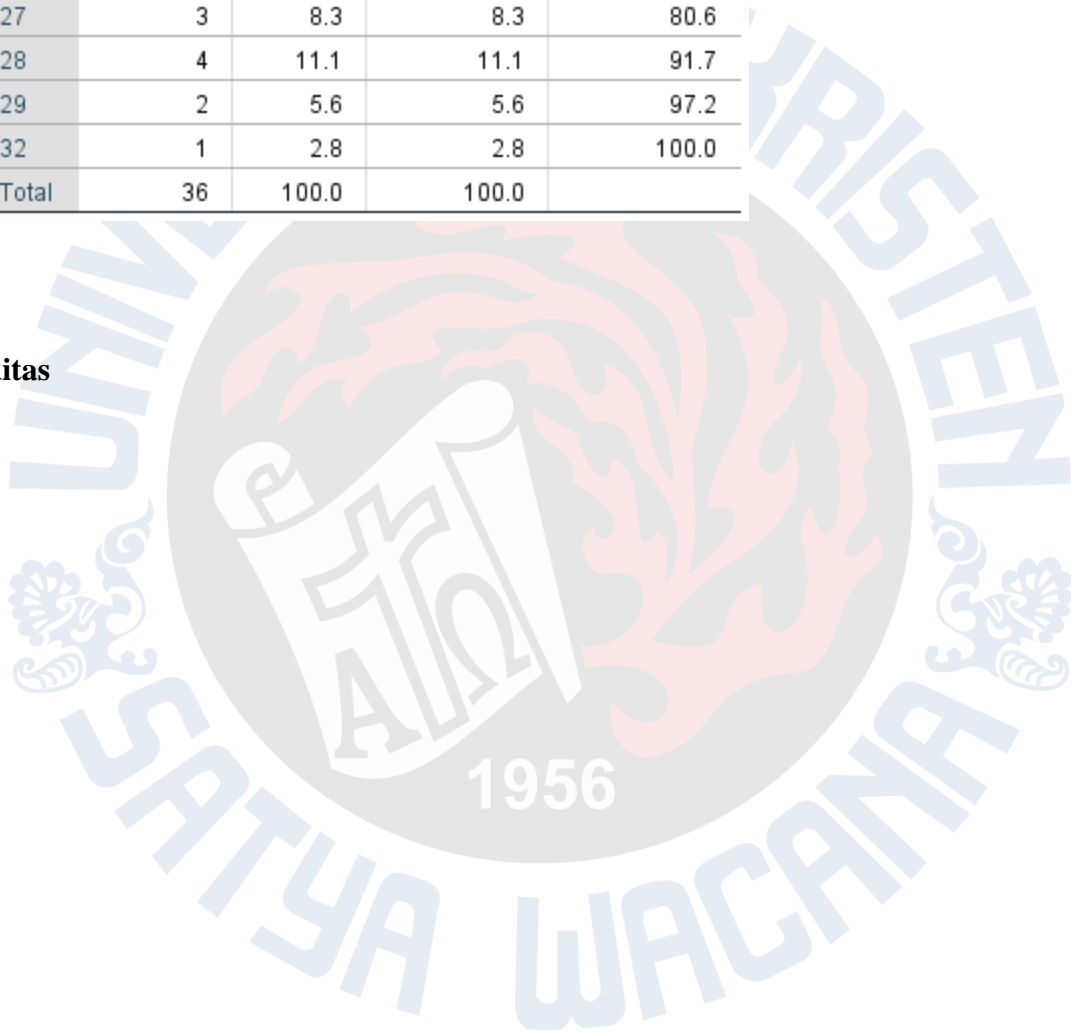
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	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21	2	5.6	5.6	5.6
22	8	22.2	22.2	27.8
23	3	8.3	8.3	36.1
24	8	22.2	22.2	58.3
26	5	13.9	13.9	72.2
27	3	8.3	8.3	80.6
28	4	11.1	11.1	91.7
29	2	5.6	5.6	97.2
32	1	2.8	2.8	100.0
Total	36	100.0	100.0	

Uji Validitas

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		Correlations														
		x1.1	x1.2	x1.3	x1.4	x1.5	x2.1	x2.2	x2.3	x2.4	y1.1	y1.2	y1.3	y1.4	y1.5	TOTALL
x1.1	Pearson Correlation	1	.576**	.728**	.606**	.239	.406*	.095	.335*	.351*	.436**	.189	.366*	.194	.485**	.728**
	Sig. (2-tailed)		.000	.000	.000	.161	.014	.582	.046	.036	.008	.270	.028	.257	.003	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x1.2	Pearson Correlation	.576**	1	.510**	.370*	.258	.439**	.176	.357*	.310	.264	.196	.012	.037	.302	.551**
	Sig. (2-tailed)	.000		.001	.026	.128	.007	.305	.033	.066	.120	.252	.946	.829	.073	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x1.3	Pearson Correlation	.728**	.510**	1	.512**	.323	.415*	.218	.407*	.378*	.445**	.202	.280	.133	.437**	.722**
	Sig. (2-tailed)	.000	.001		.001	.055	.012	.202	.014	.023	.007	.236	.098	.439	.008	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x1.4	Pearson Correlation	.606**	.370*	.512**	1	.257	.513**	.300	.065	.440**	.534**	.089	.322	-.016	.316	.637**
	Sig. (2-tailed)	.000	.026	.001		.131	.001	.075	.704	.007	.001	.607	.056	.926	.060	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x1.5	Pearson Correlation	.239	.258	.323	.257	1	.143	.150	.119	.256	.392*	-.016	-.079	.216	.509**	.455**
	Sig. (2-tailed)	.161	.128	.055	.131		.405	.384	.488	.132	.018	.926	.649	.207	.002	.005
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x2.1	Pearson Correlation	.406*	.439**	.415*	.513**	.143	1	.417*	.334*	.517**	.389*	.170	.083	-.011	.152	.591**
	Sig. (2-tailed)	.014	.007	.012	.001	.405		.011	.046	.001	.019	.322	.630	.947	.375	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x2.2	Pearson Correlation	.095	.176	.218	.300	.150	.417*	1	.304	.463**	.607**	.324	.173	.294	-.041	.525**
	Sig. (2-tailed)	.582	.305	.202	.075	.384	.011		.071	.004	.000	.054	.314	.082	.813	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x2.3	Pearson Correlation	.335*	.357*	.407*	.065	.119	.334*	.304	1	.110	.302	.299	.335*	.232	.132	.531**
	Sig. (2-tailed)	.046	.033	.014	.704	.488	.046	.071		.521	.073	.076	.046	.173	.443	.001
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
x2.4	Pearson Correlation	.351*	.310	.378*	.440**	.256	.517**	.463**	.110	1	.520**	.160	-.018	.236	.206	.563**
	Sig. (2-tailed)	.036	.066	.023	.007	.132	.001	.004	.521		.001	.351	.916	.165	.228	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
y1.1	Pearson Correlation	.436**	.264	.445**	.534**	.392*	.389*	.607**	.302	.520**	1	.324	.238	.320	.365*	.735**
	Sig. (2-tailed)	.008	.120	.007	.001	.018	.019	.000	.073	.001		.054	.162	.057	.029	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
y1.2	Pearson Correlation	.189	.196	.202	.089	-.016	.170	.324	.299	.160	.324	1	.453**	.609**	.363*	.552**
	Sig. (2-tailed)	.270	.252	.236	.607	.926	.322	.054	.076	.351	.054		.006	.000	.030	.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
y1.3	Pearson Correlation	.366*	.012	.280	.322	-.079	.083	.173	.335*	-.018	.238	.453**	1	.251	.134	.481**
	Sig. (2-tailed)	.028	.946	.098	.056	.649	.630	.314	.046	.916	.162	.006		.140	.437	.003
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
y1.4	Pearson Correlation	.194	.037	.133	-.016	.216	-.011	.294	.232	.236	.320	.609**	.251	1	.476**	.499**
	Sig. (2-tailed)	.257	.829	.439	.926	.207	.947	.082	.173	.165	.057	.000	.140		.003	.002
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
y1.5	Pearson Correlation	.485**	.302	.437**	.316	.509**	.152	-.041	.132	.206	.365*	.363*	.134	.476**	1	.616**
	Sig. (2-tailed)	.003	.073	.008	.060	.002	.375	.813	.443	.228	.029	.030	.437	.003		.000
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
TOTALL	Pearson Correlation	.728**	.551**	.722**	.637**	.455**	.591**	.525**	.531**	.563**	.735**	.552**	.481**	.499**	.616**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.005	.000	.001	.001	.000	.000	.000	.003	.002	.000	
	N	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36

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

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

Uji Reabilitas

Lingkungan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.789	5

Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.686	4

Kinerja Karyawan

Reliability Statistics

Cronbach's Alpha	N of Items
.686	4

Analisis Statistik Deskriptif

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Lingkungan Kerja	36	12	25	21.14	2.870
kompensasi	36	9	19	16.06	2.472
Kinerja karyawan	36	8	25	20.72	3.428
Valid N (listwise)	36				

Uji Normalitas

Menggunakan metode Uji Kolmogorov-Smirnov menggunakan pendekatan Monte Carlo

One-Sample Kolmogorov-Smirnov Test

		lingkungan Kerja	kompensasi	kinerja karyawan	
N		36	36	36	
Normal Parameters ^{a,b}	Mean	1.8380	1.5747	1.9173	
	Std. Deviation	.70486	.69138	.78682	
Most Extreme Differences	Absolute	.199	.188	.128	
	Positive	.199	.188	.128	
	Negative	-.163	-.158	-.122	
Test Statistic		.199	.188	.128	
Asymp. Sig. (2-tailed)		.001 ^c	.002 ^c	.147 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	.099 ^d	.133 ^d	.553 ^d	
	99% Confidence Interval	Lower Bound	.091	.124	.540
		Upper Bound	.106	.142	.566

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with starting seed 957002199.

Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.201	4.036		1.537	.134		
	lingkungan kerja	.483	.209	.404	2.308	.027	.706	1.417
	kompensasi	.269	.243	.194	1.108	.276	.706	1.417

a. Dependent Variable: kinerja karyawan

Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.816	2.942		1.637	.111
	lingkungan kerja	-.021	.152	-.029	-.140	.889
	kompensasi	-.153	.177	-.175	-.863	.394

a. Dependent Variable: abs_res

Uji Hipotesis

Uji t

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.201	4.036		1.537	.134
	lingkungan kerja	.483	.209	.404	2.308	.027
	kompensasi	.269	.243	.194	1.108	.276

a. Dependent Variable: kinerja karyawan