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LAMPIRAN

Lampiran 1 Surat Iji Penelitian PT. Kita Ritelindo Investama Tegal



YAYASAN PENDIDIKAN PANCASAKTI TEGAL
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS
 Jalan Halmahera KM 1 Kota Tegal 52121
 Sekretariat : Telp (0283) 355720
 Web : <http://feb.upstegal.ac.id>, email : feb@upstegal.ac.id

Nomor : 63/K/E/FEB/UPS/XI/2023 Tegal, 17 November 2023

Lampiran : -

Perihal : Ijin Penelitian Dan Permintaan Data

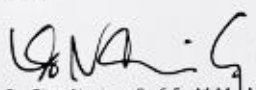
Kepada : Yth. Direktur PT. Kita Ritelindo Investama
 Jl. Werkudoro, Pengabean No.87,Slerok Kec.Tegal Timur, Kab.Tegal
 Di – Kab. Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.

Berkenaan dengan hal itu, mohon berkenaan Bapak membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

N a m a : Muhammad Ghailan
 Npm : 4120600325
 Program Studi : Manajemen
 Judul Skripsi : Pengaruh Reward,Motivasi Kerja Dan Lingkungan Kerja Terhadap Kepuasan Karyawan.

Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,

Dekan

 Dr. Dien Noviany R., S.E., M.M., Akt., CA
 NIDN. 0628117502

Lampiran 2 Surat Balasan Penelitian PT. Kita Ritelindo Investama Tegal

	PT. KITA RITEL INDO INVESTAMA Jl. Werkudoro Pengabean No.87, Pengabean, Slerok, Kec. Tegal Timur, Kabupaten Tegal, Jawa Tengah 52125
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Nomor : 26/06/2024
Lamp : -
Perihal : Ijin Penelitian

Kepada Yth :
Dekan Fakultas Ekonomi dan Bisnis
Prodi Manajemen
Universitas Pancasakti Tegal
Di Tempat

Dengan Hormat,

Menanggapi surat saudara 63/K/E/FEB/UPS/XI/2023 Tanggal 17/11/2023 Perihal tersebut diatas maka kami mempersilahkan Sdr. Mukhammad Ghoilan/NPM 4120600228, untuk melakukan penelitian dengan judul : Pengaruh Reward, Motivasi Kerja, Lingkungan Kerja terhadap Kepuasan Karyawan pada PT. Kita Ritel Indo Investama serta akan membantu memberikan data yang diperlukan.

Demikian kami sampaikan untuk menjadi maklum adanya, terima kasih

Pemilik Toko Kita

PT. KITA RITEL INDO INVESTAMA
Grosir & Eceran

Lampiran 3 Lembar Kuisisioner

KATA PENGANTAR KUESIONER

Kepada

Yth. Bapak/Ibu/Sdr/i Karyawan

PT. Kita Ritel Indo Investama

Dengan Hormat,

Dalam rangka menyelesaikan pendidikan Strata Satu Program Studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal dalam bentuk tugas akhir penyusunan skripsi yang berjudul "**Pengaruh Reward, Motvasi Kerja Dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Kita Ritel Indo Investama**" dengan ini Saya mohon kesediaan Bapak/Ibu/Sdr/i untuk mengisi kuesioner penelitian ini.

Penelitian ini semata-mata bertujuan untuk keperluan akademis dan penelitian ilmiah khususnya ilmu manajemen. Kerahasiaan data penelitian akan dijamin. Saya mengharapkan informasi dan jawaban yang sesungguhnya dari Bapak/Ibu/Sdr/i sesuai kondisi yang sebenar-benarnya.

Atas kerjasama dan kesediaan Bapak/Ibu/Sdr/i Saya ucapkan terimakasih.

Hormat Saya

Penulis

Muhkammad Ghoilan

I. PETUNJUK PENGISIAN

- Kepada Bapak/Ibu/Sdr/i diharapkan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan sebenarnya.
- Berilah tanda ($\sqrt{}$) pada kolom yang tersedia dan pilih salah satu jawaban sesuai dengan keadaan yang sebenarnya.
- Ada 5 (lima) alternatif jawaban yaitu

Simbol	Kategori	Nilai Bobot
SS	Sangat Setuju	5
S	Setuju	4
N	Netral	3
TS	Tidak Setuju	2
STS	Sangat Tidak Setuju	1

II. IDENTITAS RESPONDEN

- Nama :
- Jenis Kelamin :

☐ Laki-laki
☐ Perempuan
- Usia :

☐ 17 – 20 Tahun
☐ 21 – 25 Tahun

☐ 26 – 30 Tahun
☐ 31 > Tahun
- Pendidikan Terakhir:

☐ SMP (sekolah menengah pertama)

☐ SMA/SMK (sekolah menengah atas/kejuruan)

☐ Tingkat Diploma/Sarjana

Kepuasan Kerja (Y)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
GAJI SESUAI						
1	Karyawan menerima gaji yang cukup dan sesuai					
2	Gaji yang diterima sesuai tanggung jawab pekerjaan yang diberikan					
FASILITAS TERSEDIA						
3	Fasilitas kerja yang tersedia saat ini sudah cukup memadai					
4	Fasilitas yang ada mendukung aktivitas kerja					
PEKERJAAN SESUAI						
5	Karyawan senang dengan pekerjaan yang diberikan oleh atasan					
6	Pekerjaan yang saya kerjakan sesuai harapan					
SENANG BEKERJASAMA						
7	Karyawan senang bekerja dengan rekan kerja					
8	Rekan kerja memiliki motivasi kerja yang tinggi					
ATASAN MENERIMA SARAN						
9	Karyawan senang dengan atasan yang mau mendengarkan saran dan kritik					
10	Atasan menampung pendapat karyawan bawahannya					
PROMOSI JABATAN						
11	Masa kerja dijadikan pertimbangan dalam melakukan promosi jabatan					
12	Promosi jabatan dapat meningkatkan semangat kerja					

Reward (X1)

No	Pertanyaan	Jawaban				
		STS	TS	N	S	SS
GAJI POKOK						
1.	Karyawan puas terhadap gaji yang diberikan perusahaan atas hasil pekerjaan yang dilakukan					
2.	Karyawan merasa puas dengan gaji yang telah di berikan oleh perusahaan					
PEMBERIAN BONUS						
3.	Bonus yang diberikan perusahaan sesuai dengan beban pekerjaan yang diterima					
4.	Bonus atau komisi dapat meningkatkan prestasi kerja karyawan					
APRESIASI						
5.	Perusahaan memberikan apresiasi apabila Kepuasan Kerja bagus					
6.	Apresiasi dari perusahaan dapat meningkatkan semangat kerja karyawan					
PERWAKILAN PERUSAHAAN						
7.	Prestasi yang dicapai dapat menaikkan jabatan sebagai perwakilan perusahaan					
8.	Karyawan diberikan kepercayaan sebagai karyawan perwakilan perusahaan					

Motivasi Kerja (X2)

No	Pernyataan	Jawaban				
		STS	TS	N	S	SS
PEMBERIAN GAJI						
1.	Karyawan memperoleh gaji yang sesuai dengan bidang pekerjaan					
2.	Gaji yang diterima dapat mencukupi kebutuhan hidup sehari-hari					
PEMBERIAN BONUS						
3.	Karyawan memperoleh bonus atas Prestasi yang Diraih					
4.	Karyawan selalu diberi bonus jika menyelesaikan tugas dengan baik					
KONDISI KERJA						
5.	Karyawan merasa nyaman terhadap kondisi lingkungan kerja					
6.	Kondisi dalam perusahaan selalu mendukung dalam bekerja					
HUBUNGAN ANTAR INDIVIDU						
7.	Karyawan memiliki hubungan yang baik dengan rekan kerja					
8.	Karyawan memiliki hubungan kerja yang harmonis dengan rekan kerja					
INTERAKSI ANTAR INDIVIDU						
9.	Karyawan mampu berinteraksi dengan rekan kerja					
10.	Rekan kerja selalu menolong dalam bekerja					

Lingkungan Kerja (X3)

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
PENCAHAYAAN						
1.	Penerangan di tempat kerja cukup baik dan nyaman untuk bekerja.					
2.	Karyawan merasa penerangan cahaya di tempat kerja tersebar merata di seluruh ruangan.					
SUARA KEBISINGAN						
3.	Tidak ada suara bising di tempat kerja yang dapat mengganggu dalam bekerja					
4.	Karyawan merasa kebisingan dapat mempengaruhi aktivitas kerja saya					
KEAMANAN						
5.	Perusahaan menjamin keamanan karyawan dalam bekerja.					
6.	terdapat satpam di perusahaan					
RUANG KERJA						
7.	Luas ruang di perusahaan mencukupi untuk dapat bekerja dengan nyaman.					
8.	Ruang kerja mencukupi untuk dapat bergerak leluasa dalam bekerja.					

Lampiran 4 Jawaban Non Responden Uji Validitas dan Uji Reliabilitas

Kepuasan Kerja (Y)

No ·	Instrumen Penelitian Variabel Kepuasan Kerja (Y)												Total
	Y. 1	Y. 2	Y. 3	Y. 4	Y. 5	Y. 6	Y. 7	Y. 8	Y. 9	Y.1 0	Y.1 1	Y.1 2	
1	4	4	4	4	4	5	4	4	5	4	4	5	51
2	3	4	3	3	3	3	3	3	3	4	3	3	38
3	5	5	4	4	5	4	4	4	5	5	5	3	53
4	4	3	4	3	4	3	4	3	4	3	4	3	42
5	3	4	4	3	3	4	4	3	4	4	3	3	42
6	5	5	4	5	3	3	4	5	5	5	4	5	53
7	3	3	4	5	3	4	4	3	3	3	3	5	43
8	4	4	4	4	3	3	4	4	4	4	3	3	44
9	5	4	5	5	5	3	5	5	5	4	5	4	55
10	4	4	5	4	4	4	4	4	4	4	4	4	49
11	5	4	5	4	5	5	5	3	5	4	5	5	55
12	4	4	5	4	3	4	5	4	4	4	3	4	48
13	5	5	5	5	4	4	5	5	5	5	4	4	56
14	5	4	4	5	4	4	4	5	4	4	4	4	51
15	4	4	4	5	4	4	4	5	4	4	4	4	50
16	4	5	5	4	5	5	5	4	5	5	5	4	56
17	3	4	5	3	4	5	5	3	4	4	4	5	49
18	4	4	4	4	3	5	4	4	3	4	3	5	47
19	4	4	4	5	4	5	4	5	4	4	4	4	51
20	4	4	4	4	4	4	4	4	4	4	4	4	48
21	3	4	3	4	3	3	3	4	3	4	3	4	41
22	4	4	3	3	3	4	3	3	3	4	3	3	40
23	4	5	4	5	4	4	4	5	4	5	4	5	53
24	4	5	4	4	5	5	4	4	5	5	5	4	54
25	4	4	4	4	4	4	4	4	4	4	4	4	48
26	4	3	4	4	4	3	4	4	4	3	4	4	45
27	5	5	5	5	4	4	5	5	4	5	4	4	55
28	4	4	4	4	4	4	4	4	4	4	4	5	49
29	4	4	4	4	4	4	4	4	4	4	4	4	48
30	4	5	4	4	5	5	4	4	5	5	5	4	54

Lampiran 5 Jawaban Non Responden Uji Validitas dan Uji Reliabilitas

Reward (X1)

No.	Instrumen Penelitian Variabel Reward (X1)								Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	4	4	5	5	5	4	4	4	35
2	4	3	3	3	3	3	3	3	25
3	4	5	5	5	4	4	5	5	37
4	4	4	5	3	4	4	3	5	32
5	5	3	4	4	4	4	3	3	30
6	4	5	5	5	4	4	5	3	35
7	5	3	4	3	5	4	4	5	33
8	4	4	4	4	4	4	3	3	30
9	5	5	4	4	5	5	5	5	38
10	4	4	4	5	4	5	4	4	34
11	5	5	5	5	4	5	5	5	39
12	5	4	4	5	4	3	3	4	32
13	4	5	4	5	5	5	4	5	37
14	4	5	4	3	4	4	3	3	30
15	5	4	5	4	5	4	4	4	35
16	5	4	5	5	5	5	5	5	39
17	4	3	5	5	4	4	3	4	32
18	5	4	5	4	4	5	4	5	36
19	5	4	5	5	4	5	4	4	36
20	4	4	4	4	4	4	4	4	32
21	4	3	3	4	3	4	4	5	30
22	4	4	4	4	4	3	4	4	31
23	5	4	5	4	5	5	4	5	37
24	5	4	5	5	4	5	4	5	37
25	4	4	5	3	5	3	4	4	32
26	5	4	4	4	4	4	4	5	34
27	4	5	5	5	5	4	5	5	38
28	4	4	4	4	5	4	5	4	34
29	4	4	4	4	4	4	4	4	32
30	5	4	5	5	5	5	4	5	38

Lampiran 6 Jawaban Non Responden Uji Validitas dan Uji Reliabilitas

Motivasi Kerja (X2)

No	Instrumen Penelitian Variabel Motivasi Kerja (X2)										Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	4	4	5	4	4	5	5	4	5	5	31
2	3	3	4	4	4	3	3	3	4	3	24
3	5	5	5	3	4	4	5	4	5	5	31
4	4	3	5	3	4	4	4	4	5	3	27
5	4	3	4	4	4	3	4	4	4	4	26
6	5	5	5	5	4	5	5	4	5	5	34
7	3	4	5	3	4	5	3	4	5	3	27
8	4	3	4	4	4	3	4	4	4	4	26
9	4	4	5	5	5	5	4	5	5	4	32
10	4	4	5	5	4	4	4	5	5	5	30
11	5	5	5	5	5	4	5	5	5	5	34
12	5	4	4	4	5	4	5	3	4	5	31
13	5	4	4	5	4	4	5	5	4	5	31
14	3	5	4	3	4	4	3	4	4	3	26
15	4	4	5	4	5	5	5	4	5	4	32
16	5	5	4	5	5	4	5	5	4	5	33
17	4	4	4	4	4	3	4	4	4	5	27
18	5	5	4	5	4	4	4	5	4	4	31
19	5	5	5	5	5	4	4	5	5	5	33
20	4	4	4	4	4	4	4	4	4	4	28
21	4	3	4	5	4	3	3	4	4	4	26
22	4	4	4	3	4	4	4	3	4	4	27
23	5	5	4	5	4	5	5	5	4	4	33
24	4	4	4	5	5	5	5	5	4	5	32
25	5	5	3	5	4	4	3	3	3	3	29
26	3	4	4	5	5	4	3	4	4	4	28
27	5	4	5	5	5	4	5	4	5	5	33
28	4	4	4	5	5	4	3	4	4	4	29
29	4	4	5	4	4	4	4	4	5	4	29
30	5	5	5	5	4	5	4	5	5	5	33

Lampiran 7 Jawaban Non Responden Uji Validitas dan Uji Reliabilitas

Lingkungan Kerja (X3)

No.	Instrumen Penelitian Variabel Lingkungan Kerja (X3)								Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	
1	5	5	4	4	5	5	4	4	36
2	3	4	3	4	3	3	4	3	27
3	4	4	5	4	5	4	5	4	35
4	4	4	3	4	4	3	4	3	29
5	5	4	4	3	3	4	3	3	29
6	4	4	5	5	5	4	4	4	35
7	5	4	3	4	4	4	3	4	31
8	4	4	4	3	4	4	4	2	29
9	5	5	4	5	5	5	5	4	38
10	5	4	5	4	5	4	4	4	35
11	5	5	4	5	5	4	5	5	38
12	5	4	5	4	4	4	4	3	33
13	5	4	5	5	5	5	4	4	37
14	5	4	5	5	4	4	4	4	35
15	4	4	5	4	5	4	4	4	34
16	4	5	5	5	4	5	4	5	37
17	4	4	4	4	5	4	5	4	34
18	5	5	4	4	4	4	4	4	34
19	4	5	4	4	5	4	5	4	35
20	4	5	4	4	4	4	5	3	33
21	4	4	4	2	4	3	3	4	28
22	4	3	4	4	3	4	3	4	29
23	5	5	4	4	4	5	5	5	37
24	5	5	5	5	4	4	4	5	37
25	5	5	4	4	4	4	4	4	34
26	5	5	4	4	4	3	4	4	33
27	5	4	5	4	5	5	5	5	38
28	4	5	5	4	4	4	3	4	33
29	4	5	4	4	4	4	4	4	33
30	5	4	5	5	4	5	4	5	37

Lampiran 8 Hasil Uji Validitas Variabel Kepuasan Kerja (Y)

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Total.Y
Y.1	Pearson Correlation	1	.425*	.425*	.533**	.469**	-.005	.447*	.595**	.612**	.425*	.556**	.068	.704**
	Sig. (2-tailed)		.019	.019	.002	.009	.979	.013	.001	.000	.019	.001	.723	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.425*	1	.213	.285	.368*	.311	.238	.473**	.541**	1.000**	.449*	.056	.672**
	Sig. (2-tailed)	.019		.258	.127	.045	.095	.206	.008	.002	0.000	.013	.768	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.425*	.213	1	.285	.450*	.311	.951**	.230	.541**	.213	.449*	.309	.672**
	Sig. (2-tailed)	.019	.258		.127	.013	.095	.000	.222	.002	.258	.013	.097	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.533**	.285	.285	1	.171	-.009	.307	.836**	.257	.285	.239	.420*	.593**
	Sig. (2-tailed)	.002	.127	.127		.367	.961	.099	.000	.170	.127	.203	.021	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.469**	.368*	.450*	.171	1	.411*	.458*	.209	.739**	.368*	.967**	.084	.733**
	Sig. (2-tailed)	.009	.045	.013	.367		.024	.011	.268	.000	.045	.000	.659	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	-.005	.311	.311	-.009	.411*	1	.325	-.069	.272	.311	.352	.412*	.468**
	Sig. (2-tailed)	.979	.095	.095	.961	.024		.080	.717	.145	.095	.057	.024	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	.447*	.238	.951**	.307	.458*	.325	1	.241	.573**	.238	.460*	.326	.696**
	Sig. (2-tailed)	.013	.206	.000	.099	.011	.080		.200	.001	.206	.011	.079	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.595**	.473**	.230	.836**	.209	-.069	.241	1	.343	.473**	.282	.204	.617**
	Sig. (2-tailed)	.001	.008	.222	.000	.268	.717	.200		.064	.008	.131	.280	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.612**	.541**	.541**	.257	.739**	.272	.573**	.343	1	.541**	.824**	.127	.810**

Total.X 1	Pearson Correlation	.450 _*	.581 _*	.676 _*	.628 _*	.606 _*	.730 _*	.728 _*	.674 _*	1
	Sig. (2-tailed)	.013	.001	.000	.000	.000	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

Lampiran 10 Hasil Uji Validitas Variabel Motivasi Kerja (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	Total.X2
X2.1	Pearson Correlation	1	.547**	.071	.461*	.139	.166	.638**	.330	.071	.598**	.744**
	Sig. (2-tailed)		.002	.710	.010	.465	.381	.000	.075	.710	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.547**	1	.088	.269	.137	.485**	.275	.371*	.088	.311	.673**
	Sig. (2-tailed)	.002		.645	.151	.470	.007	.141	.043	.645	.094	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.071	.088	1	-.112	.128	.444*	.347	.332	1.000**	.315	.422*
	Sig. (2-tailed)	.710	.645		.555	.501	.014	.060	.073	0.000	.091	.020
	N	30	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.461*	.269	-.112	1	.407*	.129	.147	.529**	-.112	.431*	.558**
	Sig. (2-tailed)	.010	.151	.555		.025	.495	.438	.003	.555	.018	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.139	.137	.128	.407*	1	.217	.247	.217	.128	.324	.484**
	Sig. (2-tailed)	.465	.470	.501	.025		.249	.188	.250	.501	.081	.007
	N	30	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.166	.485**	.444*	.129	.217	1	.376*	.345	.444*	.155	.647**
	Sig. (2-tailed)	.381	.007	.014	.495	.249		.041	.062	.014	.413	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.638**	.275	.347	.147	.247	.376*	1	.348	.347	.717**	.726**
	Sig. (2-tailed)	.000	.141	.060	.438	.188	.041		.060	.060	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.330	.371*	.332	.529**	.217	.345	.348	1	.332	.449*	.585**
	Sig. (2-tailed)	.075	.043	.073	.003	.250	.062	.060		.073	.013	.001

	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.071	.088	1.000**	-.112	.128	.444*	.347	.332	1	.315	.422*
	Sig. (2-tailed)	.710	.645	0.000	.555	.501	.014	.060	.073		.091	.020
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.598**	.311	.315	.431*	.324	.155	.717**	.449*	.315	1	.679**
	Sig. (2-tailed)	.000	.094	.091	.018	.081	.413	.000	.013	.091		.000
	N	30	30	30	30	30	30	30	30	30	30	30
Total.X2	Pearson Correlation	.744**	.673**	.422*	.558**	.484**	.647**	.726**	.585**	.422*	.679**	1
	Sig. (2-tailed)	.000	.000	.020	.001	.007	.000	.000	.001	.020	.000	
	N	30	30	30	30	30	30	30	30	30	30	30

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

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

Lampiran 11 Hasil Uji Validitas Variabel Lingkungan Kerja (X3)

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	Total.X3
X3.1	Pearson Correlation	1	.214	.231	.265	.188	.446*	.046	.377*	.534**
	Sig. (2-tailed)		.256	.219	.157	.319	.013	.811	.040	.002
	N	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.214	1	-.056	.216	.172	.181	.352	.290	.454*
	Sig. (2-tailed)	.256		.767	.252	.363	.337	.057	.120	.012
	N	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.231	-.056	1	.373*	.381*	.445*	.088	.391*	.578**
	Sig. (2-tailed)	.219	.767		.042	.038	.014	.644	.033	.001
	N	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.265	.216	.373*	1	.311	.467**	.352	.502**	.708**
	Sig. (2-tailed)	.157	.252	.042		.094	.009	.057	.005	.000
	N	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.188	.172	.381*	.311	1	.373*	.586**	.320	.669**
	Sig. (2-tailed)	.319	.363	.038	.094		.043	.001	.085	.000
	N	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.446*	.181	.445*	.467**	.373*	1	.317	.482**	.737**
	Sig. (2-tailed)	.013	.337	.014	.009	.043		.087	.007	.000
	N	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.046	.352	.088	.352	.586**	.317	1	.225	.595**
	Sig. (2-tailed)	.811	.057	.644	.057	.001	.087		.232	.001
	N	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.377*	.290	.391*	.502**	.320	.482**	.225	1	.729**
	Sig. (2-tailed)	.040	.120	.033	.005	.085	.007	.232		.000
	N	30	30	30	30	30	30	30	30	30
Total.X3	Pearson Correlation	.534**	.454*	.578**	.708**	.669**	.737**	.595**	.729**	1
	Sig. (2-tailed)	.002	.012	.001	.000	.000	.000	.001	.000	
	N	30	30	30	30	30	30	30	30	30

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

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

Lampiran 12 Hasil Uji Reliabilitas Variabel Kepuasan Kerja (Y)

Case Processing Summary			
		N	%
Cases	Valid	30	60.0
	Excluded ^a	20	40.0
	Total	50	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.876	12

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	44.8667	22.189	.632	.862
Y.2	44.7667	22.668	.601	.864
Y.3	44.7667	22.668	.601	.864
Y.4	44.8000	22.717	.497	.870
Y.5	45.0333	21.551	.658	.860
Y.6	44.9000	23.472	.348	.880
Y.7	44.8000	22.648	.632	.863
Y.8	44.9000	22.369	.519	.869
Y.9	44.8000	21.200	.756	.854
Y.10	44.7667	22.668	.601	.864
Y.11	45.0000	21.241	.736	.855
Y.12	44.8667	23.913	.298	.882

Lampiran 13 Hasil Uji Reliabilitas Variabel Reward (X1)

Case Processing Summary			
		N	%
Cases	Valid	30	60.0
	Excluded ^a	20	40.0
	Total	50	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.791	8

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	29.5667	9.909	.318	.791
X1.2	29.9333	9.099	.431	.778
X1.3	29.5667	8.737	.552	.759
X1.4	29.7333	8.616	.463	.774
X1.5	29.7000	9.114	.473	.771
X1.6	29.8000	8.372	.613	.748
X1.7	30.0000	8.276	.604	.749
X1.8	29.7000	8.355	.520	.764

Lampiran 14 Hasil Uji Reliabilitas Variabel Motivasi Kerja (X2)

Case Processing Summary			
		N	%
Cases	Valid	30	60.0
	Excluded ^a	20	40.0
	Total	50	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.821	10

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	38.3667	13.551	.583	.796
X2.2	38.4667	14.051	.469	.808
X2.3	38.2333	14.806	.433	.811
X2.4	38.2667	14.202	.384	.819
X2.5	38.3000	15.459	.348	.818
X2.6	38.5333	14.189	.476	.807
X2.7	38.5000	12.879	.631	.789
X2.8	38.4333	13.633	.596	.795
X2.9	38.2333	14.806	.433	.811
X2.10	38.3667	12.861	.677	.784

Lampiran 15 Hasil Uji Reliabilitas Variabel Lingkungan Kerja (X3)

Case Processing Summary			
		N	%
Cases	Valid	30	60.0
	Excluded ^a	20	40.0
	Total	50	100.0

Reliability Statistics	
Cronbach's Alpha	N of Items
.781	8

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	29.2667	8.685	.388	.772
X3.2	29.3667	8.999	.298	.784
X3.3	29.4667	8.326	.418	.769
X3.4	29.6333	7.689	.574	.742
X3.5	29.5000	7.983	.534	.749
X3.6	29.6667	7.816	.629	.734
X3.7	29.6667	8.230	.436	.766
X3.8	29.8000	7.476	.593	.738

Lampiran 16 Jawaban Responden Uji Validitas dan Uji Reliabilitas

Kepuasan Kerja (Y)

No.	Instrumen Penelitian Variabel Kepuasan Kerja (Y)												Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	
1	5	4	5	4	4	4	5	5	5	4	4	4	53
2	4	4	4	5	4	4	4	4	3	5	5	4	50
3	5	4	4	5	4	5	4	5	5	5	5	4	55
4	4	4	5	4	4	4	4	5	5	4	4	4	51
5	5	5	4	4	5	4	5	4	4	4	4	5	53
6	4	4	5	4	4	5	4	5	5	4	4	4	52
7	5	5	5	4	4	4	5	5	5	4	4	5	55
8	3	3	3	3	4	3	4	3	3	3	3	3	38
9	4	4	4	4	4	5	4	4	5	4	4	5	51
10	3	4	3	3	3	3	5	3	3	4	3	3	40
11	5	5	4	4	4	4	5	5	4	4	4	4	52
12	4	3	4	3	4	3	3	4	4	4	3	3	42
13	3	4	4	3	3	4	4	4	4	5	3	3	44
14	5	4	4	5	4	4	4	4	4	4	5	5	52
15	3	3	4	4	3	4	3	4	5	5	4	4	46
16	4	4	4	4	3	3	4	4	4	4	4	3	45
17	5	4	4	5	5	4	4	4	5	5	5	4	54
18	4	4	5	4	4	4	4	5	4	4	4	4	50
19	5	4	5	4	5	5	4	5	4	5	4	5	55
20	4	4	5	4	4	4	4	5	4	5	4	4	51
21	5	5	4	5	4	4	5	4	5	4	5	4	54
22	5	4	4	5	4	4	4	4	4	4	5	4	51
23	4	4	4	5	4	4	4	4	5	5	5	4	52
24	4	5	5	4	5	5	5	5	5	5	4	4	56
25	4	4	5	4	4	5	4	5	4	4	4	5	52
26	4	4	4	4	4	5	4	4	4	5	4	5	51
27	4	4	4	5	4	5	4	4	4	5	5	4	52

28	4	4	4	4	4	4	4	4	4	4	4	4	48
29	3	4	3	4	3	3	4	3	3	4	4	4	42
30	4	4	3	3	3	4	4	3	4	4	3	3	42
31	4	5	4	5	4	4	5	4	5	5	5	5	55
32	4	5	4	4	5	5	5	4	4	5	4	4	53
33	4	4	4	4	4	4	4	4	5	4	4	4	49
34	4	3	4	4	4	3	3	4	4	5	4	4	46
35	5	4	5	4	4	4	4	5	5	4	4	4	52
36	4	4	4	4	4	4	4	4	5	4	4	5	50
37	4	4	4	4	4	4	4	4	4	5	4	4	49
38	4	5	4	4	5	5	5	4	4	5	4	4	53
39	4	4	4	4	4	4	4	4	4	4	4	3	47
40	4	5	4	4	4	5	5	4	4	5	4	4	52
41	5	4	5	4	4	4	4	5	5	5	4	5	54
42	4	4	5	4	5	4	4	5	4	5	4	4	52
43	4	4	4	4	5	5	4	4	5	5	4	5	53
44	4	4	4	5	4	5	4	4	4	5	5	5	53
45	4	4	4	5	5	4	4	4	5	4	5	4	52
46	5	4	5	5	4	5	4	5	4	5	5	4	55
47	4	4	4	5	4	4	4	4	5	4	5	4	51
48	4	4	4	3	4	3	4	4	5	4	3	4	46
49	5	5	5	5	5	5	5	5	5	5	5	5	60
50	5	4	5	4	5	4	4	5	5	5	4	5	55

Lampiran 17 Jawaban Responden Uji Validitas dan Uji Reliabilitas

Reward (X1)

No.	Instrumen Penelitian Variabel Reward (X1)								Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	
1	4	5	3	5	5	4	5	5	36
2	5	4	5	4	3	5	4	4	34
3	5	5	4	4	5	3	4	5	35
4	4	5	4	4	5	5	4	5	36
5	4	4	5	5	4	5	5	4	36
6	4	5	4	4	5	4	4	5	35
7	4	5	5	5	5	5	4	5	38
8	3	3	3	3	3	4	3	4	26
9	4	5	5	5	5	4	4	5	37
10	4	4	3	3	3	4	3	4	28
11	4	4	5	5	4	4	5	4	35
12	4	3	4	4	4	4	3	3	29
13	5	4	4	4	4	4	4	4	33
14	4	4	5	5	4	4	5	5	36
15	4	5	4	4	5	4	4	5	35
16	4	4	4	4	4	4	4	4	32
17	5	5	4	4	5	5	4	5	37
18	4	4	4	4	4	5	5	4	34
19	5	5	5	5	4	5	5	5	39
20	5	4	4	5	4	4	5	4	35
21	4	5	4	5	5	5	4	5	37
22	4	5	4	5	4	4	5	5	36
23	5	4	5	4	5	4	4	4	35
24	5	4	5	5	5	5	5	4	38
25	4	5	5	5	4	4	5	5	37
26	5	5	5	4	4	5	4	5	37
27	5	4	5	5	4	5	5	4	37

28	4	4	4	5	4	4	5	4	34
29	4	4	3	4	3	4	4	4	30
30	4	4	4	4	4	3	4	4	31
31	5	4	5	4	5	5	4	4	36
32	5	5	5	5	4	5	5	5	39
33	4	5	5	4	5	4	4	5	36
34	5	4	4	4	4	4	4	4	33
35	4	4	5	5	5	4	5	4	36
36	4	4	4	4	5	4	4	4	33
37	5	4	4	5	4	4	5	4	35
38	5	4	5	5	4	5	5	4	37
39	4	4	5	5	4	5	5	4	36
40	5	4	5	4	4	5	4	4	35
41	5	5	5	5	5	4	5	5	39
42	5	5	4	5	4	5	5	5	38
43	5	4	5	5	5	5	5	4	38
44	5	4	5	4	4	4	4	4	34
45	4	4	5	4	5	5	4	4	35
46	5	5	4	5	4	5	5	5	38
47	4	4	5	5	5	4	5	4	36
48	4	4	4	4	5	4	4	4	33
49	5	5	5	5	5	5	5	5	40
50	5	5	5	4	5	4	4	5	37

Lampiran 18 Jawaban Responden Uji Validitas dan Uji Reliabilitas

Motivasi Kerja (X2)

No	Instrumen Penelitian Variabel Motivasi Kerja (X2)										Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1	4	4	4	4	5	5	4	5	4	5	44
2	4	4	4	4	5	4	5	4	5	4	43
3	5	4	4	5	4	5	5	5	5	5	47
4	4	5	4	4	5	4	5	5	5	4	45
5	5	4	4	5	4	5	5	5	4	4	45
6	5	4	5	4	5	4	5	5	5	5	47
7	5	4	5	5	5	4	4	5	4	5	46
8	4	4	5	4	5	4	4	4	4	4	42
9	4	5	5	4	4	5	5	4	4	5	45
10	5	3	4	4	4	3	3	3	3	4	36
11	5	5	5	4	4	4	5	5	4	5	46
12	4	3	5	3	4	4	4	4	3	4	38
13	4	3	4	5	4	3	4	4	3	4	38
14	5	5	5	5	5	4	5	5	5	5	49
15	4	4	5	4	4	5	4	4	4	5	43
16	4	3	4	4	4	3	5	3	3	4	37
17	4	4	4	5	5	5	4	5	4	5	45
18	4	4	5	5	4	4	4	4	5	5	44
19	4	5	5	5	5	4	5	4	5	5	47
20	5	4	4	4	5	4	5	4	5	4	44
21	5	4	4	5	4	4	5	5	4	5	45
22	4	5	4	4	4	4	4	4	5	4	42
23	4	4	5	4	4	5	5	4	4	5	44
24	5	5	4	5	5	4	5	5	5	4	47
25	5	4	5	4	4	5	4	5	4	5	45
26	5	5	4	5	4	4	4	4	5	4	44

27	5	5	5	5	5	4	4	4	4	5	46
28	4	5	4	4	5	4	4	4	5	4	43
29	4	3	4	4	4	3	3	4	4	4	37
30	4	4	4	3	4	4	4	4	4	4	39
31	5	5	4	5	4	5	4	4	5	4	45
32	4	4	4	5	5	4	5	5	4	4	44
33	5	5	4	5	4	4	4	4	5	4	44
34	4	4	4	4	5	4	4	4	4	4	41
35	5	4	4	5	5	4	5	4	4	5	45
36	4	4	4	5	5	4	3	4	5	4	42
37	4	4	5	5	4	4	4	4	4	5	43
38	5	4	5	5	4	5	4	4	5	5	46
39	4	4	4	5	4	4	4	5	4	4	42
40	5	4	5	4	4	5	4	5	4	5	45
41	5	5	4	5	4	4	5	5	5	4	46
42	5	4	5	5	4	4	5	4	4	5	45
43	5	5	5	5	5	4	4	4	5	5	47
44	4	5	4	5	5	5	4	4	5	4	45
45	5	5	4	5	5	4	5	4	4	4	45
46	5	5	5	4	4	5	5	4	5	4	46
47	5	4	4	5	5	4	5	4	4	4	44
48	5	4	5	4	4	5	5	4	4	4	44
49	5	5	5	5	5	5	4	5	5	5	49
50	5	5	5	4	5	4	4	4	5	5	46

Lampiran 19 Jawaban Responden Uji Validitas dan Uji Reliabilitas

Lingkungan Kerja (X3)

No.	Instrumen Penelitian Variabel Lingkungan Kerja (X3)								Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	
1	4	4	5	4	4	4	5	4	34
2	5	4	4	5	4	4	4	4	34
3	4	5	4	4	5	5	4	4	35
4	5	4	5	5	4	4	5	4	36
5	5	5	5	5	5	4	4	4	37
6	5	5	4	5	5	4	4	3	35
7	5	5	4	4	4	4	4	4	34
8	5	4	4	4	3	3	4	4	31
9	5	5	4	4	5	5	4	4	36
10	3	4	3	4	3	4	4	3	28
11	4	4	5	4	4	4	5	4	34
12	4	4	3	4	4	3	4	3	29
13	5	4	4	3	3	4	3	3	29
14	4	4	5	4	5	4	4	4	34
15	4	4	3	4	4	4	3	4	30
16	4	4	4	3	4	4	4	2	29
17	5	5	4	5	5	5	4	4	37
18	5	4	5	4	5	4	4	4	35
19	5	5	4	5	4	4	4	5	36
20	5	4	5	4	4	4	4	3	33
21	5	4	5	5	4	5	4	4	36
22	5	4	5	4	4	4	4	4	34
23	4	4	4	4	5	4	4	4	33
24	4	4	5	5	4	4	4	5	35
25	4	4	4	4	4	4	5	4	33
26	5	5	4	4	4	4	4	4	34

27	4	5	4	4	5	4	5	4	35
28	4	4	4	4	4	4	5	3	32
29	4	4	4	2	4	3	3	4	28
30	4	4	4	4	3	4	3	4	30
31	5	4	4	4	4	5	5	5	36
32	5	5	5	4	4	4	4	5	36
33	5	5	4	4	4	4	4	4	34
34	5	5	4	4	4	3	4	4	33
35	5	4	5	4	5	5	4	5	37
36	4	5	5	4	4	4	3	4	33
37	4	5	4	4	4	4	4	4	33
38	5	4	5	5	4	5	4	5	37
39	4	4	4	3	4	4	4	4	31
40	4	5	5	5	4	5	5	5	38
41	4	5	4	5	5	4	5	4	36
42	5	5	4	4	5	5	4	4	36
43	4	5	5	5	4	5	5	4	37
44	5	5	5	4	5	4	4	3	35
45	4	4	5	4	4	4	4	5	34
46	5	5	4	4	5	5	5	4	37
47	4	4	4	5	4	4	4	4	33
48	4	4	5	3	4	4	4	4	32
49	5	5	5	5	5	5	5	5	40
50	5	5	4	5	4	5	4	5	37

Lampiran 20 Tabulasi Data MSI Penelitian Responden

Kepuasan Kerja (Y)

Succesive Interval												Total
Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	
3.914	2.676	4.017	2.439	2.521	2.366	4.281	3.936	3.755	2.721	2.439	2.393	37.459
2.468	2.676	2.537	3.869	2.521	2.366	2.711	2.483	1.000	4.251	3.869	2.393	33.146
3.914	2.676	2.537	3.869	2.521	3.749	2.711	3.936	3.755	4.251	3.869	2.393	40.182
2.468	2.676	4.017	2.439	2.521	2.366	2.711	3.936	3.755	2.721	2.439	2.393	34.444
3.914	4.258	2.537	2.439	4.013	2.366	4.281	2.483	2.346	2.721	2.439	3.792	37.590
2.468	2.676	4.017	2.439	2.521	3.749	2.711	3.936	3.755	2.721	2.439	2.393	35.827
3.914	4.258	4.017	2.439	2.521	2.366	4.281	3.936	3.755	2.721	2.439	3.792	40.440
1.000	1.000	1.000	1.000	2.521	1.000	2.711	1.000	1.000	1.000	1.000	1.000	15.233
2.468	2.676	2.537	2.439	2.521	3.749	2.711	2.483	3.755	2.721	2.439	3.792	34.292
1.000	2.676	1.000	1.000	1.000	1.000	4.281	1.000	1.000	2.721	1.000	1.000	18.678
3.914	4.258	2.537	2.439	2.521	2.366	4.281	3.936	2.346	2.721	2.439	2.393	36.153
2.468	1.000	2.537	1.000	2.521	1.000	1.000	2.483	2.346	2.721	1.000	1.000	21.077
1.000	2.676	2.537	1.000	1.000	2.366	2.711	2.483	2.346	4.251	1.000	1.000	24.371
3.914	2.676	2.537	3.869	2.521	2.366	2.711	2.483	2.346	2.721	3.869	3.792	35.807
1.000	1.000	2.537	2.439	1.000	2.366	1.000	2.483	3.755	4.251	2.439	2.393	26.664
2.468	2.676	2.537	2.439	1.000	1.000	2.711	2.483	2.346	2.721	2.439	1.000	25.822
3.914	2.676	2.537	3.869	4.013	2.366	2.711	2.483	3.755	4.251	3.869	2.393	38.838
2.468	2.676	4.017	2.439	2.521	2.366	2.711	3.936	2.346	2.721	2.439	2.393	33.036
3.914	2.676	4.017	2.439	4.013	3.749	2.711	3.936	2.346	4.251	2.439	3.792	40.285
2.468	2.676	4.017	2.439	2.521	2.366	2.711	3.936	2.346	4.251	2.439	2.393	34.566
3.914	4.258	2.537	3.869	2.521	2.366	4.281	2.483	3.755	2.721	3.869	2.393	38.968
3.914	2.676	2.537	3.869	2.521	2.366	2.711	2.483	2.346	2.721	3.869	2.393	34.408
2.468	2.676	2.537	3.869	2.521	2.366	2.711	2.483	3.755	4.251	3.869	2.393	35.901
2.468	4.258	4.017	2.439	4.013	3.749	4.281	3.936	3.755	4.251	2.439	2.393	41.999
2.468	2.676	4.017	2.439	2.521	3.749	2.711	3.936	2.346	2.721	2.439	3.792	35.817
2.468	2.676	2.537	2.439	2.521	3.749	2.711	2.483	2.346	4.251	2.439	3.792	34.414
2.468	2.676	2.537	3.869	2.521	3.749	2.711	2.483	2.346	4.251	3.869	2.393	35.875
2.468	2.676	2.537	2.439	2.521	2.366	2.711	2.483	2.346	2.721	2.439	2.393	30.103
1.000	2.676	1.000	2.439	1.000	1.000	2.711	1.000	1.000	2.721	2.439	2.393	21.380
2.468	2.676	1.000	1.000	1.000	2.366	2.711	1.000	2.346	2.721	1.000	1.000	21.289

2.468	4.258	2.537	3.869	2.521	2.366	4.281	2.483	3.755	4.251	3.869	3.792	40.451
2.468	4.258	2.537	2.439	4.013	3.749	4.281	2.483	2.346	4.251	2.439	2.393	37.658
2.468	2.676	2.537	2.439	2.521	2.366	2.711	2.483	3.755	2.721	2.439	2.393	31.511
2.468	1.000	2.537	2.439	2.521	1.000	1.000	2.483	2.346	4.251	2.439	2.393	26.879
3.914	2.676	4.017	2.439	2.521	2.366	2.711	3.936	3.755	2.721	2.439	2.393	35.890
2.468	2.676	2.537	2.439	2.521	2.366	2.711	2.483	3.755	2.721	2.439	3.792	32.910
2.468	2.676	2.537	2.439	2.521	2.366	2.711	2.483	2.346	4.251	2.439	2.393	31.633
2.468	4.258	2.537	2.439	4.013	3.749	4.281	2.483	2.346	4.251	2.439	2.393	37.658
2.468	2.676	2.537	2.439	2.521	2.366	2.711	2.483	2.346	2.721	2.439	1.000	28.709
2.468	4.258	2.537	2.439	2.521	3.749	4.281	2.483	2.346	4.251	2.439	2.393	36.167
3.914	2.676	4.017	2.439	2.521	2.366	2.711	3.936	3.755	4.251	2.439	3.792	38.819
2.468	2.676	4.017	2.439	4.013	2.366	2.711	3.936	2.346	4.251	2.439	2.393	36.057
2.468	2.676	2.537	2.439	4.013	3.749	2.711	2.483	3.755	4.251	2.439	3.792	37.314
2.468	2.676	2.537	3.869	2.521	3.749	2.711	2.483	2.346	4.251	3.869	3.792	37.274
2.468	2.676	2.537	3.869	4.013	2.366	2.711	2.483	3.755	2.721	3.869	2.393	35.862
3.914	2.676	4.017	3.869	2.521	3.749	2.711	3.936	2.346	4.251	3.869	2.393	40.254
2.468	2.676	2.537	3.869	2.521	2.366	2.711	2.483	3.755	2.721	3.869	2.393	34.371
2.468	2.676	2.537	1.000	2.521	1.000	2.711	2.483	3.755	2.721	1.000	2.393	27.266
3.914	4.258	4.017	3.869	4.013	3.749	4.281	3.936	3.755	4.251	3.869	3.792	47.704
3.914	2.676	4.017	2.439	4.013	2.366	2.711	3.936	3.755	4.251	2.439	3.792	40.311

Lampiran 21 Tabulasi Data MSI Penelitian Responden

Reward (X1)

Successive Interval								Total
x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1.7	x1.8	
2.751	4.120	1.000	3.952	3.755	2.590	3.848	4.352	26.368
4.284	2.618	3.625	2.474	1.000	4.085	2.407	2.809	23.302
4.284	4.120	2.234	2.474	3.755	1.000	2.407	4.352	24.625
2.751	4.120	2.234	2.474	3.755	4.085	2.407	4.352	26.177
2.751	2.618	3.625	3.952	2.346	4.085	3.848	2.809	26.035
2.751	4.120	2.234	2.474	3.755	2.590	2.407	4.352	24.682
2.751	4.120	3.625	3.952	3.755	4.085	2.407	4.352	29.046
1.000	1.000	1.000	1.000	1.000	2.590	1.000	2.809	11.399
2.751	4.120	3.625	3.952	3.755	2.590	2.407	4.352	27.551
2.751	2.618	1.000	1.000	1.000	2.590	1.000	2.809	14.768
2.751	2.618	3.625	3.952	2.346	2.590	3.848	2.809	24.540
2.751	1.000	2.234	2.474	2.346	2.590	1.000	1.000	15.395
4.284	2.618	2.234	2.474	2.346	2.590	2.407	2.809	21.763
2.751	2.618	3.625	3.952	2.346	2.590	3.848	4.352	26.082
2.751	4.120	2.234	2.474	3.755	2.590	2.407	4.352	24.682
2.751	2.618	2.234	2.474	2.346	2.590	2.407	2.809	20.230
4.284	4.120	2.234	2.474	3.755	4.085	2.407	4.352	27.710
2.751	2.618	2.234	2.474	2.346	4.085	3.848	2.809	23.166
4.284	4.120	3.625	3.952	2.346	4.085	3.848	4.352	30.612

4.284	2.618	2.234	3.952	2.346	2.590	3.848	2.809	24.682
2.751	4.120	2.234	3.952	3.755	4.085	2.407	4.352	27.655
2.751	4.120	2.234	3.952	2.346	2.590	3.848	4.352	26.193
4.284	2.618	3.625	2.474	3.755	2.590	2.407	2.809	24.562
4.284	2.618	3.625	3.952	3.755	4.085	3.848	2.809	28.976
2.751	4.120	3.625	3.952	2.346	2.590	3.848	4.352	27.584
4.284	4.120	3.625	2.474	2.346	4.085	2.407	4.352	27.693
4.284	2.618	3.625	3.952	2.346	4.085	3.848	2.809	27.568
2.751	2.618	2.234	3.952	2.346	2.590	3.848	2.809	23.149
2.751	2.618	1.000	2.474	1.000	2.590	2.407	2.809	17.649
2.751	2.618	2.234	2.474	2.346	1.000	2.407	2.809	18.640
4.284	2.618	3.625	2.474	3.755	4.085	2.407	2.809	26.057
4.284	4.120	3.625	3.952	2.346	4.085	3.848	4.352	30.612
2.751	4.120	3.625	2.474	3.755	2.590	2.407	4.352	26.073
4.284	2.618	2.234	2.474	2.346	2.590	2.407	2.809	21.763
2.751	2.618	3.625	3.952	3.755	2.590	3.848	2.809	25.948
2.751	2.618	2.234	2.474	3.755	2.590	2.407	2.809	21.638
4.284	2.618	2.234	3.952	2.346	2.590	3.848	2.809	24.682
4.284	2.618	3.625	3.952	2.346	4.085	3.848	2.809	27.568
2.751	2.618	3.625	3.952	2.346	4.085	3.848	2.809	26.035
4.284	2.618	3.625	2.474	2.346	4.085	2.407	2.809	24.648
4.284	4.120	3.625	3.952	3.755	2.590	3.848	4.352	30.525
4.284	4.120	2.234	3.952	2.346	4.085	3.848	4.352	29.221
4.284	2.618	3.625	3.952	3.755	4.085	3.848	2.809	28.976
4.284	2.618	3.625	2.474	2.346	2.590	2.407	2.809	23.153
2.751	2.618	3.625	2.474	3.755	4.085	2.407	2.809	24.524
4.284	4.120	2.234	3.952	2.346	4.085	3.848	4.352	29.221
2.751	2.618	3.625	3.952	3.755	2.590	3.848	2.809	25.948
2.751	2.618	2.234	2.474	3.755	2.590	2.407	2.809	21.638
4.284	4.120	3.625	3.952	3.755	4.085	3.848	4.352	32.020
4.284	4.120	3.625	2.474	3.755	2.590	2.407	4.352	27.606

Lampiran 22 Tabulasi Data MSI Penelitian Responden

Motivasi Kerja (X2)

Successive Interval										Total
x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	x2.7	x2.8	x2.9	x2.10	
1.000	2.360	1.000	2.414	2.598	4.017	2.435	4.232	2.346	2.598	25.001
1.000	2.360	1.000	2.414	2.598	2.537	3.882	2.702	3.755	1.000	23.249
2.598	2.360	1.000	3.889	1.000	4.017	3.882	4.232	3.755	2.598	29.331
1.000	3.757	1.000	2.414	2.598	2.537	3.882	4.232	3.755	1.000	26.175
2.598	2.360	1.000	3.889	1.000	4.017	3.882	4.232	2.346	1.000	26.325
2.598	2.360	2.601	2.414	2.598	2.537	3.882	4.232	3.755	2.598	29.575
2.598	2.360	2.601	3.889	2.598	2.537	2.435	4.232	2.346	2.598	28.195
1.000	2.360	2.601	2.414	2.598	2.537	2.435	2.702	2.346	1.000	21.994

1.000	3.757	2.601	2.414	1.000	4.017	3.882	2.702	2.346	2.598	26.318
2.598	1.000	1.000	2.414	1.000	1.000	1.000	1.000	1.000	1.000	13.012
2.598	3.757	2.601	2.414	1.000	2.537	3.882	4.232	2.346	2.598	27.966
1.000	1.000	2.601	1.000	1.000	2.537	2.435	2.702	1.000	1.000	16.275
1.000	1.000	1.000	3.889	1.000	1.000	2.435	2.702	1.000	1.000	16.027
2.598	3.757	2.601	3.889	2.598	2.537	3.882	4.232	3.755	2.598	32.447
1.000	2.360	2.601	2.414	1.000	4.017	2.435	2.702	2.346	2.598	23.474
1.000	1.000	1.000	2.414	1.000	1.000	3.882	1.000	1.000	1.000	14.296
1.000	2.360	1.000	3.889	2.598	4.017	2.435	4.232	2.346	2.598	26.476
1.000	2.360	2.601	3.889	1.000	2.537	2.435	2.702	3.755	2.598	24.878
1.000	3.757	2.601	3.889	2.598	2.537	3.882	2.702	3.755	2.598	29.319
2.598	2.360	1.000	2.414	2.598	2.537	3.882	2.702	3.755	1.000	24.847
2.598	2.360	1.000	3.889	1.000	2.537	3.882	4.232	2.346	2.598	26.443
1.000	3.757	1.000	2.414	1.000	2.537	2.435	2.702	3.755	1.000	21.601
1.000	2.360	2.601	2.414	1.000	4.017	3.882	2.702	2.346	2.598	24.921
2.598	3.757	1.000	3.889	2.598	2.537	3.882	4.232	3.755	1.000	29.248
2.598	2.360	2.601	2.414	1.000	4.017	2.435	4.232	2.346	2.598	26.602
2.598	3.757	1.000	3.889	1.000	2.537	2.435	2.702	3.755	1.000	24.674
2.598	3.757	2.601	3.889	2.598	2.537	2.435	2.702	2.346	2.598	28.062
1.000	3.757	1.000	2.414	2.598	2.537	2.435	2.702	3.755	1.000	23.199
1.000	1.000	1.000	2.414	1.000	1.000	1.000	2.702	2.346	1.000	14.463
1.000	2.360	1.000	1.000	1.000	2.537	2.435	2.702	2.346	1.000	17.381
2.598	3.757	1.000	3.889	1.000	4.017	2.435	2.702	3.755	1.000	26.154
1.000	2.360	1.000	3.889	2.598	2.537	3.882	4.232	2.346	1.000	24.845
2.598	3.757	1.000	3.889	1.000	2.537	2.435	2.702	3.755	1.000	24.674
1.000	2.360	1.000	2.414	2.598	2.537	2.435	2.702	2.346	1.000	20.393
2.598	2.360	1.000	3.889	2.598	2.537	3.882	2.702	2.346	2.598	26.511
1.000	2.360	1.000	3.889	2.598	2.537	1.000	2.702	3.755	1.000	21.842
1.000	2.360	2.601	3.889	1.000	2.537	2.435	2.702	2.346	2.598	23.469
2.598	2.360	2.601	3.889	1.000	4.017	2.435	2.702	3.755	2.598	27.956
1.000	2.360	1.000	3.889	1.000	2.537	2.435	4.232	2.346	1.000	21.800
2.598	2.360	2.601	2.414	1.000	4.017	2.435	4.232	2.346	2.598	26.602
2.598	3.757	1.000	3.889	1.000	2.537	3.882	4.232	3.755	1.000	27.650
2.598	2.360	2.601	3.889	1.000	2.537	3.882	2.702	2.346	2.598	26.514
2.598	3.757	2.601	3.889	2.598	2.537	2.435	2.702	3.755	2.598	29.470
1.000	3.757	1.000	3.889	2.598	4.017	2.435	2.702	3.755	1.000	26.154
2.598	3.757	1.000	3.889	2.598	2.537	3.882	2.702	2.346	1.000	26.310
2.598	3.757	2.601	2.414	1.000	4.017	3.882	2.702	3.755	1.000	27.726
2.598	2.360	1.000	3.889	2.598	2.537	3.882	2.702	2.346	1.000	24.913
2.598	2.360	2.601	2.414	1.000	4.017	3.882	2.702	2.346	1.000	24.921
2.598	3.757	2.601	3.889	2.598	4.017	2.435	4.232	3.755	2.598	32.480
2.598	3.757	2.601	2.414	2.598	2.537	2.435	2.702	3.755	2.598	27.995

Lampiran 23 Tabulasi Data MSI Penelitian Responden

Lingkungan Kerja (X3)

Succesive Interval								Total
x3.1	x3.2	x3.3	x3.4	x3.5	x3.6	x3.7	x3.8	
2.660	1.000	3.951	3.134	2.537	2.592	4.050	3.364	23.289
4.187	1.000	2.491	4.580	2.537	2.592	2.550	3.364	23.300
2.660	2.601	2.491	3.134	4.017	4.106	2.550	3.364	24.922
4.187	1.000	3.951	4.580	2.537	2.592	4.050	3.364	26.262
4.187	2.601	3.951	4.580	4.017	2.592	2.550	3.364	27.842
4.187	2.601	2.491	4.580	4.017	2.592	2.550	2.029	25.046
4.187	2.601	2.491	3.134	2.537	2.592	2.550	3.364	23.455
4.187	1.000	2.491	3.134	1.000	1.000	2.550	3.364	18.725
4.187	2.601	2.491	3.134	4.017	4.106	2.550	3.364	26.449
1.000	1.000	1.000	3.134	1.000	2.592	2.550	2.029	14.305
2.660	1.000	3.951	3.134	2.537	2.592	4.050	3.364	23.289
2.660	1.000	1.000	3.134	2.537	1.000	2.550	2.029	15.910
4.187	1.000	2.491	1.832	1.000	2.592	1.000	2.029	16.131
2.660	1.000	3.951	3.134	4.017	2.592	2.550	3.364	23.268
2.660	1.000	1.000	3.134	2.537	2.592	1.000	3.364	17.287
2.660	1.000	2.491	1.832	2.537	2.592	2.550	1.000	16.662
4.187	2.601	2.491	4.580	4.017	4.106	2.550	3.364	27.895
4.187	1.000	3.951	3.134	4.017	2.592	2.550	3.364	24.795
4.187	2.601	2.491	4.580	2.537	2.592	2.550	4.821	26.358
4.187	1.000	3.951	3.134	2.537	2.592	2.550	2.029	21.980
4.187	1.000	3.951	4.580	2.537	4.106	2.550	3.364	26.275
4.187	1.000	3.951	3.134	2.537	2.592	2.550	3.364	23.315
2.660	1.000	2.491	3.134	4.017	2.592	2.550	3.364	21.807
2.660	1.000	3.951	4.580	2.537	2.592	2.550	4.821	24.691
2.660	1.000	2.491	3.134	2.537	2.592	4.050	3.364	21.828
4.187	2.601	2.491	3.134	2.537	2.592	2.550	3.364	23.455
2.660	2.601	2.491	3.134	4.017	2.592	4.050	3.364	24.909
2.660	1.000	2.491	3.134	2.537	2.592	4.050	2.029	20.493
2.660	1.000	2.491	1.000	2.537	1.000	1.000	3.364	15.051

2.660	1.000	2.491	3.134	1.000	2.592	1.000	3.364	17.240
4.187	1.000	2.491	3.134	2.537	4.106	4.050	4.821	26.326
4.187	2.601	3.951	3.134	2.537	2.592	2.550	4.821	26.373
4.187	2.601	2.491	3.134	2.537	2.592	2.550	3.364	23.455
4.187	2.601	2.491	3.134	2.537	1.000	2.550	3.364	21.863
4.187	1.000	3.951	3.134	4.017	4.106	2.550	4.821	27.766
2.660	2.601	3.951	3.134	2.537	2.592	1.000	3.364	21.839
2.660	2.601	2.491	3.134	2.537	2.592	2.550	3.364	21.928
4.187	1.000	3.951	4.580	2.537	4.106	2.550	4.821	27.732
2.660	1.000	2.491	1.832	2.537	2.592	2.550	3.364	19.026
2.660	2.601	3.951	4.580	2.537	4.106	4.050	4.821	29.306
2.660	2.601	2.491	4.580	4.017	2.592	4.050	3.364	26.354
4.187	2.601	2.491	3.134	4.017	4.106	2.550	3.364	26.449
2.660	2.601	3.951	4.580	2.537	4.106	4.050	3.364	27.849
4.187	2.601	3.951	3.134	4.017	2.592	2.550	2.029	25.061
2.660	1.000	3.951	3.134	2.537	2.592	2.550	4.821	23.245
4.187	2.601	2.491	3.134	4.017	4.106	4.050	3.364	27.949
2.660	1.000	2.491	4.580	2.537	2.592	2.550	3.364	21.773
2.660	1.000	3.951	1.832	2.537	2.592	2.550	3.364	20.487
4.187	2.601	3.951	4.580	4.017	4.106	4.050	4.821	32.313
4.187	2.601	2.491	4.580	2.537	4.106	2.550	4.821	27.872

Lampiran 24 Uji Asumsi Klasik (Uji Normalitas)

One-Sample Kolmogorov-Smirnov Test

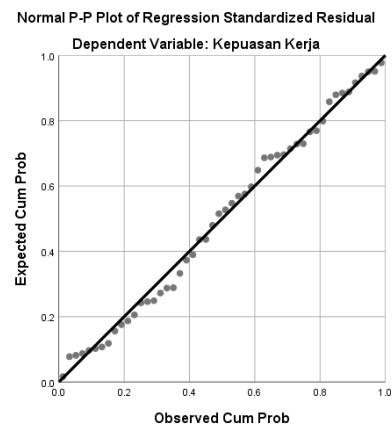
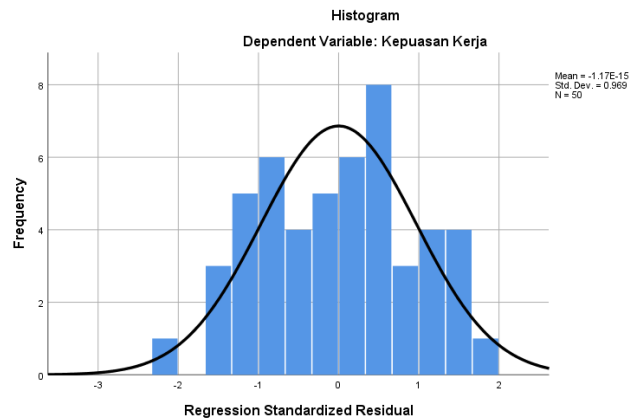
		Unstandardized Residual
N		50
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.50562087
Most Extreme Differences	Absolute	.077
	Positive	.077
	Negative	-.072
Test Statistic		.077
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.



Lampiran 25 Uji Asumsi Klasik (Uji Multikolonieritas)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-8.542	3.349		-2.550	.014		
	Reward	.762	.131	.482	5.833	.000	.360	2.777
	Motivasi Kerja	.351	.149	.231	2.359	.023	.258	3.879
	Lingkungan Kerja	.493	.160	.301	3.076	.004	.257	3.888

a. Dependent Variable: Kepuasan Kerja

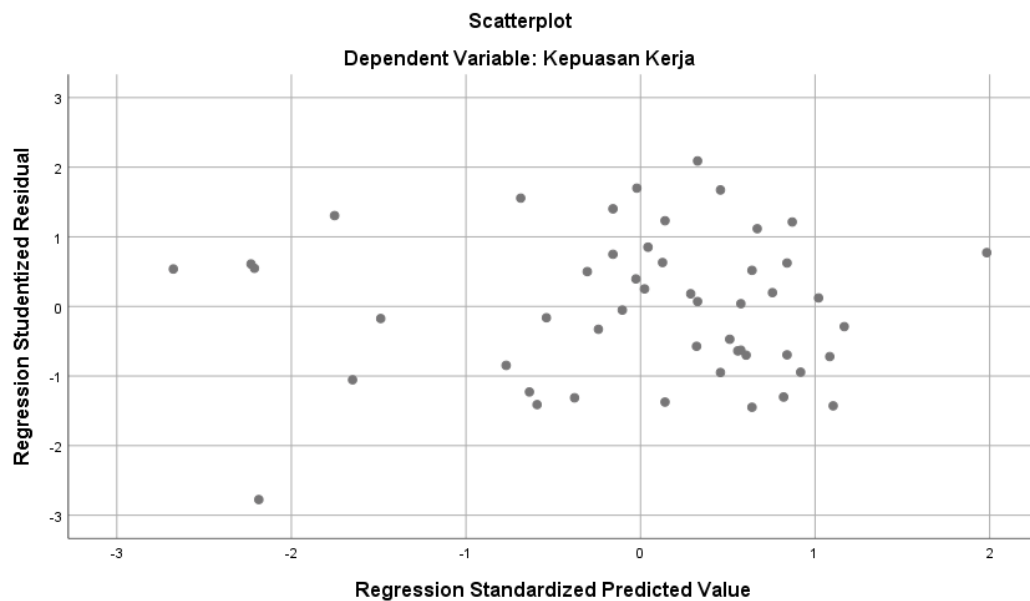
Lampiran 26 Uji Asumsi Klasik (Uji Heteroskedastisitas)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		

1	(Constant)	1.269	1.738		.730	.469
	Reward	-.105	.068	-.365	-1.550	.128
	Motivasi Kerja	.128	.077	.460	1.655	.105
	Lingkungan Kerja	-.057	.083	-.190	-.682	.499

a. Dependent Variable: **ABS_RES**



Lampiran 27 Analisis Regresi Linier Berganda

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-8.542	3.349		-2.550	.014
	Reward	.762	.131	.482	5.833	.000
	Motivasi Kerja	.351	.149	.231	2.359	.023
	Lingkungan Kerja	.493	.160	.301	3.076	.004

a. Dependent Variable: Kepuasan Kerja

Lampiran 28 Uji Signifikansi Parsial (Uji t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-8.542	3.349		-2.550	.014
	Reward	.762	.131	.482	5.833	.000

	Motivasi Kerja	.351	.149	.231	2.359	.023
	Lingkungan Kerja	.493	.160	.301	3.076	.004

a. Dependent Variable: Kepuasan Kerja

Lampiran 29 Uji Signifikansi Simultan (Uji F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	869.402	3	289.801	120.013	.000 ^b
	Residual	111.078	46	2.415		
	Total	980.480	49			

a. Dependent Variable: Kepuasan Kerja

c. Predictors: (Constant), Lingkungan Kerja, Reward, Motivasi Kerja

Lampiran 30 Analisis Koefisien Determinasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.942 ^a	.887	.879	1.55394

a. Predictors: (Constant), Lingkungan Kerja, Reward, Motivasi Kerja

b. Dependent Variable: Kepuasan Kerja

