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Sekaran, U. (2006). *Metode Penelitian Bisnis .* Jakarta: Salemba Empat . Siagian, S. P. (2004). *Teori Motivasi Dan Aplikasinya.* Jakarta: Bina Aksara.

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**Lampiran 1**

* 1. **KUESIONER PENELITIAN**

Responden yang terhormat,

Bersama ini saya mengharapkan kesediaan Bapak/Ibu/Sdra/Sdri untuk mengisi daftar pertanyaan atau pernyataan dalam kuesioner ini dengan tujuan sebagai data untuk penyusunan skripsi dengam judul: Pengaruh Lingkungan Kerja, Pengembangan Karir, dan Insentif Terhadap Loyalitas Karyawan PT. BPR Arismentari Ayu Adiwerna Tegal. Atas kesediaan Bapak/Ibu/Sdra/Sdri menjawabnya dengan sejujurnya dan sebaik-baiknya, saya mengucapkan terima kasih.

KETERANGAN:

|  |  |  |
| --- | --- | --- |
| SS | : Sangat Setuju | 5 |
| S | : Setuju | 4 |
| KS | : Kurang Setuju | 3 |
| TS | : Tidak Setuju | 2 |
| STS | : Sangat Tidak Setuju | 1 |

Isilah kuesioner ini dengan tanda () pada kolom yang tersedia.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **PERNYATAAN** | **PENILAIAN** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |

* 1. **Variabel Loyalitas karyawan**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Saya selalu mentaati peraturan perusahaan. |  |  |  |  |  |
| 2 | Saya selalu mentaati perintah atasan dengan baik. |  |  |  |  |  |
| 3 | Saya selalu mentaati jam kerja yang ditentukan  perusahaan. |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan tugas dengan baik dan tepat  waktu. |  |  |  |  |  |
| 5 | Saya dapat menjaga fasilitas perusahaan dengan  baik. |  |  |  |  |  |
| 6 | Saya mengikuti seluruh kegiatan yang diadakan  perusahaan. |  |  |  |  |  |
| 7 | Saya dapat menjaga nama baik perusahaan. |  |  |  |  |  |
| 8 | Saya selalu mengutamakan kepentingan perusahaan  daripada kepentingan pribadi. |  |  |  |  |  |
| 9 | Saya selalu melaporkan setiap permasalahan yang terjadi di perusahaan  kepada atasan. |  |  |  |  |  |
| 10 | Saya mampu berpartisipasi dalam memajukan perusahaan. |  |  |  |  |  |

**Variabel Lingkungan Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | Tempat kerja di PT. BPR Arismentari Ayu nyaman  untuk bekerja. |  |  |  |  |  |
| 2 | Peralatan kantor di PT. BPR Arismentari Ayu memadai  untuk bekerja. |  |  |  |  |  |
| 3 | Fasilitas di di PT. BPR Arismentari Ayu memadai  dan memuaskan. |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 4 | PT. BPR Arismentari Ayu menyediakan sarana angkutan untuk kepentingan  perusahaan. |  |  |  |  |  |
| 5 | Hubungan antar rekan kerja  di di PT. BPR Arismentari Ayu baik dan harmonis. |  |  |  |  |  |
| 6 | Hubungan atasan dengan karyawan di PT. BPR Arismentari Ayu baik dan  harmonis. |  |  |  |  |  |
| 7 | Kerjasama antar karyawan  di PT. BPR Arismentari Ayu sudah baik. |  |  |  |  |  |

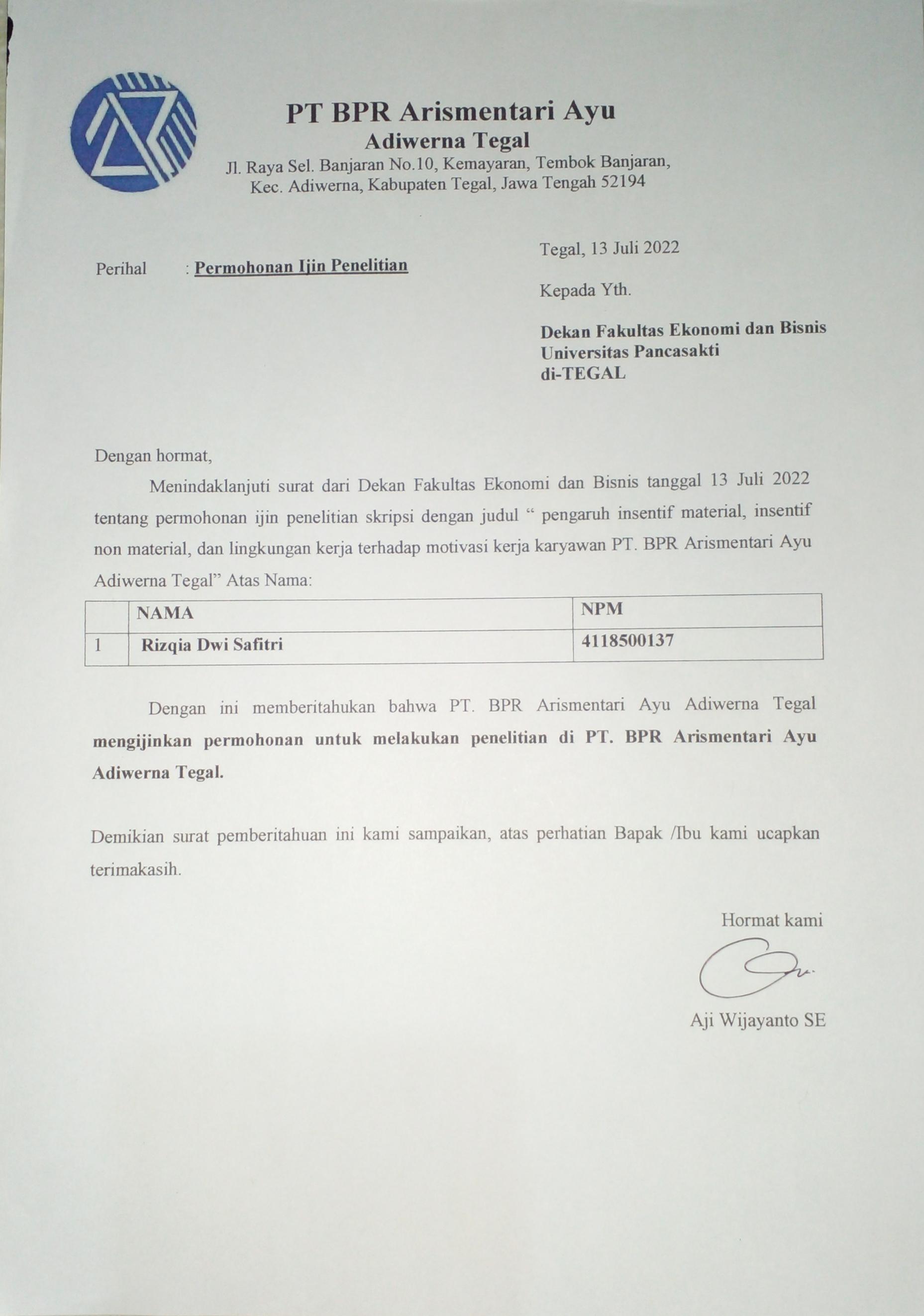
* 1. **Variabel Pengembangan Karir**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1 | PT. BPR Arismentari Ayu dalam menempatkan karyawan sesuai dengan  keahlian karyawan. |  |  |  |  |  |
| 2 | PT. BPR Arismentari Ayu memberikan peluang yang  sama kepada karyawan dalam pengembangan karir. |  |  |  |  |  |
| 3 | PT. BPR Arismentari Ayu memberikan kejelasan rencana karir jangka  panjang dan jangka pendek kepada karyawan. |  |  |  |  |  |
| 4 | PT. BPR Arismentari Ayu mengintegrasikan dengan perencanaan sumber daya manusia dalam manajemen  karir. |  |  |  |  |  |
| 5 | PT. BPR Arismentari Ayu menyebarkan informasi karir untuk manajemen  karir. |  |  |  |  |  |
| 6 | PT. BPR Arismentari Ayu mempublikasikan lowongan  pekerjaan untuk manajemen karir. |  |  |  |  |  |
| 7 | PT. BPR Arismentari Ayu memberikan pengalaman  kerja untuk manajemen karir. |  |  |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 8 | PT. BPR Arismentari Ayu memberikan pendidikan dan pelatihan untuk manajemen  karir. |  |  |  |  |  | |
| **Variabel Insentif** | | | | | | |
| 1 | PT. BPR Arismentari Ayu memberikan bonus kepada karyawan yang berprestasi. |  |  |  |  |  | |
| 2 | PT. BPR Arismentari Ayu memberikan komisi kepada  karyawan yang berprestasi. |  |  |  |  |  | |
| 3 | PT. BPR Arismentari Ayu membagikan labanya kepada karyawan yang  berprestasi. |  |  |  |  |  | |
| 4 | PT. BPR Arismentari Ayu memberikan jaminan sosial kepada karyawan yang  berprestasi. |  |  |  |  |  | |
| 5 | PT. BPR Arismentari Ayu memberikan gelar (title) kepada karyawan  berprestasi. |  |  |  |  |  | |
| 6 | PT. BPR Arismentari Ayu memberikan tanda jasa kepada karyawan  berprestasi. |  |  |  |  |  | |
| 7 | PT. BPR Arismentari Ayu memberikan piagam penghargaan kepada  karyawan berprestasi. |  |  |  |  |  | |
| 8 | PT. BPR Arismentari Ayu memberikan kenaikan  pangkat atau jabatan kepada karyawan berprestasi. |

**Lampiran 2**

Surat Perizinan Penelitian



* 1. **Lampiran 3**

Jawaban Responden Uji Validitas dan Reliabilitas Variabel Loyalitas Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | item  1 | item  2 | item  3 | item  4 | item  5 | item  6 | Item  7 | item  8 | item  9 | item  10 | total |
| 1 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 40 |
| 2 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 3 | 31 |
| 3 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 4 | 4 | 3 | 3 | 4 | 4 | 2 | 4 | 2 | 5 | 3 | 30 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 6 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 7 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 35 |
| 8 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 45 |
| 9 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 42 |
| 10 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 40 |
| 11 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 40 |
| 12 | 5 | 5 | 3 | 4 | 3 | 4 | 2 | 4 | 5 | 3 | 37 |
| 13 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 45 |
| 14 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 40 |
| 15 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 47 |
| 16 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 41 |
| 17 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 29 |
| 18 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 43 |
| 19 | 4 | 4 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 40 |
| 20 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 39 |
| 21 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 22 | 4 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 4 | 4 | 32 |
| 23 | 5 | 3 | 5 | 5 | 2 | 5 | 4 | 5 | 3 | 4 | 41 |
| 24 | 2 | 2 | 5 | 2 | 2 | 4 | 3 | 3 | 4 | 5 | 32 |
| 25 | 3 | 4 | 3 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 31 |
| 26 | 4 | 5 | 3 | 3 | 2 | 3 | 3 | 4 | 2 | 3 | 32 |
| 27 | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 3 | 2 | 4 | 29 |
| 28 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 2 | 3 | 33 |
| 29 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 36 |
| 30 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 45 |

* + - * 1. **Lampiran 4**

Jawaban Responden Uji Validitas dan Reliabilitas Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | total |
| 1 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 29 |
| 2 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 21 |
| 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 27 |
| 4 | 3 | 3 | 4 | 4 | 2 | 4 | 3 | 23 |
| 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 32 |
| 6 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 32 |
| 7 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 26 |
| 8 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 32 |
| 9 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 29 |
| 10 | 3 | 4 | 4 | 5 | 4 | 5 | 3 | 28 |
| 11 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 12 | 5 | 3 | 4 | 3 | 4 | 2 | 3 | 24 |
| 13 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 31 |
| 14 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 29 |
| 15 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 33 |
| 16 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 17 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 23 |
| 18 | 5 | 3 | 4 | 4 | 5 | 3 | 4 | 28 |
| 19 | 4 | 5 | 5 | 3 | 5 | 4 | 5 | 31 |
| 20 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 26 |
| 21 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 31 |
| 22 | 3 | 3 | 2 | 3 | 4 | 2 | 4 | 21 |
| 23 | 3 | 5 | 5 | 2 | 5 | 4 | 4 | 28 |
| 24 | 2 | 5 | 2 | 2 | 4 | 3 | 5 | 23 |
| 25 | 4 | 3 | 4 | 4 | 2 | 2 | 4 | 23 |
| 26 | 5 | 3 | 3 | 2 | 3 | 3 | 3 | 22 |
| 27 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 23 |
| 28 | 4 | 4 | 2 | 3 | 4 | 2 | 3 | 22 |
| 29 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 27 |
| 30 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 33 |

* + 1. **Lampiran 5**

Jawaban Responden Uji Validitas dan Reliabilitas Variabel Pengembangan Karir

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | item 8 | total |
| 1 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 34 |
| 2 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 33 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 5 | 2 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 25 |
| 6 | 4 | 3 | 2 | 1 | 2 | 3 | 1 | 2 | 18 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 8 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 26 |
| 9 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 31 |
| 10 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 11 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 31 |
| 12 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 34 |
| 13 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 31 |
| 14 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 23 |
| 15 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 22 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 28 |
| 17 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 29 |
| 18 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 2 | 26 |
| 19 | 4 | 4 | 3 | 2 | 2 | 2 | 1 | 3 | 21 |
| 20 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 2 | 21 |
| 21 | 2 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 19 |
| 22 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 21 |
| 23 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 16 |
| 24 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 2 | 22 |
| 25 | 2 | 3 | 1 | 2 | 3 | 2 | 3 | 1 | 17 |
| 26 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 22 |
| 27 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 22 |
| 28 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 23 |
| 29 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 24 |
| 30 | 4 | 4 | 3 | 5 | 3 | 2 | 2 | 3 | 26 |

* + 1. **Lampiran 6**

Jawaban Responden Uji Validitas dan Reliabilitas Variabel Insentif

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item  1 | item  2 | item  3 | item  4 | item  5 | item  6 | item  7 | item 8 | total |
| 1 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 21 |
| 2 | 5 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 32 |
| 3 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 32 |
| 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 35 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 6 | 3 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 33 |
| 7 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 28 |
| 8 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 4 | 27 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 10 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 24 |
| 11 | 3 | 3 | 2 | 2 | 4 | 3 | 4 | 3 | 24 |
| 12 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 27 |
| 13 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 14 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 37 |
| 15 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 34 |
| 16 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 34 |
| 17 | 2 | 4 | 4 | 2 | 3 | 3 | 3 | 4 | 25 |
| 18 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 22 |
| 19 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 31 |
| 20 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 31 |
| 21 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 19 |
| 22 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 24 |
| 23 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 30 |
| 24 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |
| 25 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 26 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 39 |
| 27 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 36 |
| 28 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 31 |
| 29 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 38 |
| 30 | 3 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 32 |

* 1. **Lampiran 7**

Data Penelitian Variabel Loyalitas Karyawan

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item  1 | item  2 | item  3 | item  4 | item  5 | item  6 | item  7 | item  8 | item  9 | item  10 | total |
| 1 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 25 |
| 2 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 1 | 39 |
| 3 | 3 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 2 | 4 | 40 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 2 | 4 | 42 |
| 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 45 |
| 6 | 3 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 3 | 38 |
| 7 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 2 | 32 |
| 8 | 4 | 2 | 4 | 2 | 2 | 3 | 4 | 4 | 5 | 3 | 33 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| 10 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 30 |
| 11 | 3 | 2 | 2 | 2 | 4 | 3 | 4 | 3 | 2 | 2 | 27 |
| 12 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 34 |
| 13 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 45 |
| 14 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 44 |
| 15 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 3 | 42 |
| 16 | 3 | 3 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 2 | 39 |
| 17 | 2 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4 | 1 | 29 |
| 18 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 26 |
| 19 | 4 | 2 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 36 |
| 20 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 5 | 2 | 38 |
| 21 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 4 | 25 |
| 22 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 2 | 29 |
| 23 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 2 | 35 |
| 24 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 30 |
| 25 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 36 |
| 26 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 2 | 45 |
| 27 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 2 | 43 |
| 28 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 37 |
| 29 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 3 | 4 | 45 |
| 30 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 2 | 38 |
| 31 | 3 | 3 | 5 | 3 | 4 | 4 | 3 | 3 | 2 | 5 | 35 |
| 32 | 3 | 2 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 33 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 33 | 2 | 2 | 2 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 27 |
| 34 | 3 | 2 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 2 | 31 |
| 35 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 34 |
| 36 | 4 | 3 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 2 | 39 |
| 37 | 5 | 3 | 5 | 4 | 3 | 5 | 5 | 5 | 5 | 1 | 41 |
| 38 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 40 |
| 39 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 36 |
| 40 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 33 |
| 41 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 1 | 28 |
| 42 | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 3 | 1 | 5 | 26 |
| 43 | 1 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 1 | 27 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 45 | 1 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 25 |
| 46 | 3 | 1 | 3 | 2 | 2 | 4 | 4 | 4 | 4 | 2 | 29 |

* + 1. **Lampiran 8**

Data Penelitian Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | item 1 | item 2 | item 3 | item 4 | item 5 | item 6 | item 7 | total |
| 1 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 32 |
| 2 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 32 |
| 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 31 |
| 4 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 30 |
| 5 | 5 | 4 | 3 | 4 | 4 | 2 | 3 | 25 |
| 6 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 23 |
| 7 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 26 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 9 | 4 | 4 | 3 | 4 | 3 | 2 | 5 | 25 |
| 10 | 3 | 3 | 3 | 4 | 3 | 2 | 4 | 22 |
| 11 | 4 | 2 | 3 | 3 | 3 | 2 | 3 | 20 |
| 12 | 3 | 2 | 3 | 4 | 2 | 1 | 3 | 18 |
| 13 | 3 | 3 | 2 | 2 | 3 | 2 | 3 | 18 |
| 14 | 4 | 3 | 3 | 5 | 2 | 3 | 3 | 23 |
| 15 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 28 |
| 16 | 5 | 3 | 3 | 4 | 4 | 4 | 5 | 28 |
| 17 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 27 |
| 18 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 31 |
| 19 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 20 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 26 |
| 21 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 23 |
| 22 | 3 | 3 | 2 | 4 | 3 | 3 | 2 | 20 |
| 23 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 18 |
| 24 | 4 | 2 | 3 | 5 | 3 | 3 | 3 | 23 |
| 25 | 4 | 4 | 3 | 5 | 3 | 3 | 3 | 25 |
| 26 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 30 |
| 27 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 32 |
| 28 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 30 |
| 29 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 27 |
| 30 | 3 | 3 | 2 | 4 | 4 | 4 | 4 | 24 |
| 31 | 5 | 4 | 3 | 5 | 4 | 4 | 4 | 29 |
| 32 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 26 |
| 33 | 3 | 4 | 2 | 4 | 3 | 3 | 3 | 22 |
| 34 | 5 | 3 | 2 | 3 | 3 | 2 | 3 | 21 |
| 35 | 4 | 3 | 2 | 5 | 3 | 3 | 3 | 23 |
| 36 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 24 |
| 37 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 28 |
| 38 | 5 | 3 | 4 | 5 | 4 | 4 | 5 | 30 |
| 39 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 29 |
| 40 | 4 | 3 | 3 | 5 | 4 | 3 | 3 | 25 |
| 41 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 23 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 43 | 3 | 1 | 3 | 2 | 3 | 3 | 3 | 18 |
| 44 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 19 |
| 45 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 22 |
| 46 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 19 |

* 2. **Lampiran 9**

Data Penelitian Variabel Pengembangan Karir

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | Item  1 | item  2 | Item  3 | item  4 | item  5 | item  6 | item  7 | item 8 | Total |
| 1 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 31 |
| 2 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 30 |
| 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 28 |
| 4 | 3 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 25 |
| 5 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 21 |
| 6 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 19 |
| 7 | 3 | 2 | 1 | 3 | 2 | 2 | 3 | 3 | 19 |
| 8 | 4 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 26 |
| 9 | 4 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | 21 |
| 10 | 3 | 2 | 3 | 1 | 2 | 3 | 3 | 2 | 19 |
| 11 | 3 | 4 | 3 | 4 | 3 | 2 | 2 | 3 | 24 |
| 12 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 26 |
| 13 | 4 | 3 | 2 | 3 | 2 | 2 | 3 | 2 | 21 |
| 14 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 2 | 23 |
| 15 | 2 | 3 | 4 | 2 | 3 | 2 | 2 | 3 | 21 |
| 16 | 2 | 3 | 3 | 2 | 3 | 4 | 2 | 1 | 20 |
| 17 | 3 | 4 | 3 | 4 | 2 | 2 | 2 | 3 | 23 |
| 18 | 3 | 4 | 3 | 2 | 3 | 4 | 3 | 3 | 25 |
| 19 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 28 |
| 20 | 4 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 30 |
| 21 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 5 | 30 |
| 22 | 3 | 4 | 3 | 4 | 2 | 3 | 4 | 4 | 27 |
| 23 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 2 | 27 |
| 24 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 21 |
| 25 | 3 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | 20 |
| 26 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 4 | 26 |
| 27 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 4 | 29 |
| 28 | 3 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 20 |
| 29 | 3 | 4 | 2 | 2 | 3 | 4 | 4 | 3 | 25 |
| 30 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 28 |
| 31 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 4 | 30 |
| 32 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 31 |
| 33 | 4 | 5 | 5 | 3 | 4 | 3 | 5 | 4 | 33 |
| 34 | 5 | 3 | 4 | 5 | 4 | 2 | 3 | 3 | 29 |
| 35 | 2 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 22 |
| 36 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 3 | 29 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 38 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 25 |
| 39 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 41 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 33 |
| 42 | 3 | 4 | 3 | 5 | 3 | 2 | 4 | 5 | 29 |
| 43 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 25 |
| 44 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 30 |
| 45 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 28 |
| 46 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |

* 1. **Lampiran 10**

Data Penelitian Variabel Insentif

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No | item  1 | item  2 | Item  3 | item  4 | item  5 | item  6 | item  7 | item 8 | Total |
| 1 | 5 | 4 | 5 | 4 | 3 | 3 | 5 | 5 | 34 |
| 2 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 32 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 29 |
| 5 | 2 | 4 | 4 | 4 | 2 | 2 | 3 | 4 | 25 |
| 6 | 4 | 3 | 2 | 1 | 2 | 3 | 1 | 3 | 19 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 23 |
| 8 | 3 | 4 | 3 | 3 | 2 | 4 | 4 | 5 | 28 |
| 9 | 4 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 31 |
| 10 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 32 |
| 11 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 32 |
| 12 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 35 |
| 13 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 3 | 30 |
| 14 | 2 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 23 |
| 15 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 22 |
| 16 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 26 |
| 17 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 3 | 28 |
| 18 | 3 | 3 | 2 | 3 | 4 | 5 | 4 | 3 | 27 |
| 19 | 4 | 4 | 3 | 2 | 2 | 2 | 1 | 3 | 21 |
| 20 | 2 | 4 | 2 | 3 | 2 | 3 | 3 | 1 | 20 |
| 21 | 2 | 2 | 3 | 2 | 3 | 3 | 1 | 3 | 19 |
| 22 | 3 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 22 |
| 23 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 17 |
| 24 | 3 | 3 | 2 | 3 | 4 | 2 | 3 | 3 | 23 |
| 25 | 2 | 3 | 1 | 2 | 3 | 2 | 3 | 3 | 19 |
| 26 | 4 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 23 |
| 27 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 22 |
| 28 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 23 |
| 29 | 4 | 3 | 3 | 4 | 3 | 2 | 2 | 3 | 24 |
| 30 | 4 | 4 | 3 | 5 | 3 | 2 | 2 | 4 | 27 |
| 31 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 29 |
| 32 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 30 |
| 33 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 32 |
| 34 | 4 | 3 | 3 | 3 | 2 | 4 | 4 | 4 | 27 |
| 35 | 2 | 2 | 1 | 2 | 3 | 3 | 3 | 3 | 19 |
| 36 | 3 | 2 | 3 | 2 | 3 | 3 | 4 | 3 | 23 |
| 37 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 24 |
| 38 | 4 | 3 | 4 | 4 | 2 | 2 | 3 | 3 | 25 |
| 39 | 4 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 40 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 35 |
| 41 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 33 |
| 42 | 3 | 4 | 3 | 5 | 3 | 2 | 4 | 5 | 29 |
| 43 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 4 | 25 |
| 44 | 3 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 30 |
| 45 | 4 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 28 |
| 46 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 25 |

**Lampiran 11**

Hasil Uji Validitas Variabel Loyalitas Karyawan

|  |  |  |  |
| --- | --- | --- | --- |
| **Correlations** | | | |
|  | | skor\_total |  | |
| item\_1 | Pearson Correlation | ,890\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_2 | Pearson Correlation | ,840\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_3 | Pearson Correlation | ,766\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_4 | Pearson Correlation | ,694\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_5 | Pearson Correlation | ,676\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_6 | Pearson Correlation | ,711\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_7 | Pearson Correlation | ,709\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_8 | Pearson Correlation | ,764\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_9 | Pearson Correlation | ,768\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_10 | Pearson Correlation | ,773\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| skor\_total | Pearson Correlation | 1 |  | |
| Sig. (2-tailed) |  |  | |
| N | 30 |  | |

* 1. **Lampiran 12**

Hasil Uji Reliabilitas Variabel Loyalitas Karyawan

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,801 | 10 |

* 1. **Lampiran 13**

Hasil Uji Validitas Variabel Lingkungan Kerja

|  |  |  |
| --- | --- | --- |
|  | | skor\_total |
| item\_1 | Pearson Correlation | ,576\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| item\_2 | Pearson Correlation | ,740\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_3 | Pearson Correlation | ,479\*\* |
| Sig. (2-tailed) | ,007 |
| N | 30 |
| item\_4 | Pearson Correlation | ,494\*\* |
| Sig. (2-tailed) | ,006 |
| N | 30 |
| item\_5 | Pearson Correlation | ,690\*\* |
| Sig. (2-tailed) | ,000 |
| N | 30 |
| item\_6 | Pearson Correlation | ,516\*\* |
| Sig. (2-tailed) | ,004 |
| N | 30 |
| item\_7 | Pearson Correlation | ,580\*\* |
| Sig. (2-tailed) | ,001 |
| N | 30 |
| skor\_total | Pearson Correlation | 1 |
| Sig. (2-tailed) |  |
| N | 30 |

* 1. **Lampiran 14**

Hasil Uji Reliabilitas Variabel Lingkungan Kerja

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,731 | 7 |

* 1. **Lampiran 15**

Hasil Uji Validitas Variabel Pengembangan Karir

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |  | |
| item\_1 | Pearson Correlation | ,667\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_2 | Pearson Correlation | ,452\* |  | |
| Sig. (2-tailed) | ,012 |  | |
| N | 30 |  | |
| item\_3 | Pearson Correlation | ,675\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_4 | Pearson Correlation | ,740\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_5 | Pearson Correlation | ,688\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_6 | Pearson Correlation | ,434\* |  | |
| Sig. (2-tailed) | ,016 |  | |
| N | 30 |  | |
| item\_7 | Pearson Correlation | ,525\*\* |  | |
| Sig. (2-tailed) | ,003 |  | |
| N | 30 |  | |
| item\_8 | Pearson Correlation | ,704\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| skor\_total | Pearson Correlation | 1 |  | |
| Sig. (2-tailed) |  |  | |
| N | 30 |  | |

* 1. **Lampiran 16**

Hasil Uji Reliabilitas Variabel Pengembangan Karir

* 1. **Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,848 | 8 |

**Lampiran 17**

Hasil Uji Validitas Variabel Insentif

|  |  |  |  |
| --- | --- | --- | --- |
|  | | | |
|  | | skor\_total |  | |
| item\_1 | Pearson Correlation | ,653\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_2 | Pearson Correlation | ,814\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_3 | Pearson Correlation | ,733\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_4 | Pearson Correlation | ,690\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_5 | Pearson Correlation | ,804\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_6 | Pearson Correlation | ,623\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_7 | Pearson Correlation | ,687\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| item\_8 | Pearson Correlation | ,691\*\* |  | |
| Sig. (2-tailed) | ,000 |  | |
| N | 30 |  | |
| skor\_total | Pearson Correlation | 1 |  | |
| Sig. (2-tailed) |  |  | |
| N | 30 |  | |

**Lampiran 18**

Hasil Uji Reliabilitas Variabel Insentif

* 1. **Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's Alpha | N of Items |
| ,909 | 8 |

**Lampiran 19**

Hasil Uji MSI variabel loyalitas karyawan

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | total |
| 1,757 | 2,528 | 2,091 | 1,000 | 1,000 | 2,528 | 2,091 | 2,281 | 2,439 | 2,149 | 19,865 |
| 4,426 | 5,105 | 3,970 | 2,164 | 2,324 | 3,779 | 3,093 | 3,381 | 4,142 | 1,000 | 33,384 |
| 2,628 | 5,105 | 3,970 | 4,023 | 4,251 | 3,779 | 3,093 | 2,281 | 1,859 | 3,711 | 34,701 |
| 3,504 | 5,105 | 3,970 | 4,023 | 3,350 | 3,779 | 4,247 | 3,381 | 1,859 | 3,711 | 36,930 |
| 4,426 | 2,528 | 3,970 | 4,023 | 4,251 | 5,016 | 4,247 | 4,533 | 4,142 | 3,058 | 40,192 |
| 2,628 | 3,559 | 2,921 | 2,164 | 3,350 | 3,779 | 4,247 | 4,533 | 3,065 | 3,058 | 33,302 |
| 2,628 | 2,528 | 2,921 | 2,164 | 2,324 | 2,528 | 3,093 | 3,381 | 3,065 | 2,149 | 26,781 |
| 3,504 | 2,528 | 2,921 | 1,000 | 1,000 | 2,528 | 3,093 | 3,381 | 4,142 | 3,058 | 27,154 |
| 3,504 | 4,262 | 2,921 | 3,071 | 3,350 | 3,779 | 3,093 | 3,381 | 4,142 | 3,058 | 34,562 |
| 3,504 | 3,559 | 2,091 | 2,164 | 1,000 | 2,528 | 2,091 | 2,281 | 3,065 | 2,149 | 24,433 |
| 2,628 | 2,528 | 1,000 | 1,000 | 3,350 | 2,528 | 3,093 | 2,281 | 1,859 | 2,149 | 22,416 |
| 3,504 | 4,262 | 2,921 | 2,164 | 3,350 | 2,528 | 2,091 | 2,281 | 2,439 | 3,058 | 28,599 |
| 4,426 | 4,262 | 3,970 | 3,071 | 4,251 | 5,016 | 4,247 | 4,533 | 4,142 | 2,149 | 40,067 |
| 3,504 | 4,262 | 3,970 | 3,071 | 4,251 | 3,779 | 4,247 | 4,533 | 4,142 | 3,058 | 38,817 |
| 2,628 | 4,262 | 3,970 | 3,071 | 4,251 | 3,779 | 4,247 | 3,381 | 4,142 | 3,058 | 36,790 |
| 2,628 | 3,559 | 3,970 | 2,164 | 3,350 | 3,779 | 4,247 | 4,533 | 4,142 | 2,149 | 34,520 |
| 1,757 | 3,559 | 2,921 | 1,000 | 2,324 | 2,528 | 2,091 | 3,381 | 3,065 | 1,000 | 23,625 |
| 2,628 | 2,528 | 2,091 | 1,000 | 2,324 | 2,528 | 1,000 | 2,281 | 2,439 | 2,149 | 20,969 |
| 3,504 | 2,528 | 3,970 | 2,164 | 2,324 | 3,779 | 3,093 | 3,381 | 3,065 | 3,058 | 30,865 |
| 4,426 | 4,262 | 2,091 | 2,164 | 2,324 | 3,779 | 4,247 | 3,381 | 4,142 | 2,149 | 32,965 |
| 1,757 | 3,559 | 2,091 | 2,164 | 2,324 | 1,000 | 1,000 | 1,000 | 1,000 | 3,711 | 19,605 |
| 2,628 | 2,528 | 2,091 | 2,164 | 1,000 | 2,528 | 3,093 | 2,281 | 3,065 | 2,149 | 23,527 |
| 2,628 | 3,559 | 2,091 | 4,023 | 2,324 | 3,779 | 3,093 | 3,381 | 3,065 | 2,149 | 30,092 |
| 2,628 | 2,528 | 2,091 | 3,071 | 2,324 | 2,528 | 2,091 | 2,281 | 3,065 | 2,149 | 24,757 |
| 3,504 | 3,559 | 2,921 | 3,071 | 3,350 | 3,779 | 3,093 | 2,281 | 3,065 | 2,149 | 30,773 |
| 4,426 | 4,262 | 3,970 | 3,071 | 4,251 | 5,016 | 4,247 | 4,533 | 4,142 | 2,149 | 40,067 |
| 4,426 | 5,105 | 3,970 | 4,023 | 2,324 | 3,779 | 3,093 | 4,533 | 4,142 | 2,149 | 37,544 |
| 3,504 | 3,559 | 3,970 | 2,164 | 2,324 | 3,779 | 3,093 | 3,381 | 3,065 | 3,058 | 31,896 |
| 4,426 | 5,105 | 3,970 | 4,023 | 2,324 | 5,016 | 4,247 | 4,533 | 2,439 | 3,711 | 39,794 |
| 2,628 | 3,559 | 2,921 | 4,023 | 2,324 | 5,016 | 3,093 | 3,381 | 4,142 | 2,149 | 33,236 |
| 2,628 | 3,559 | 3,970 | 2,164 | 3,350 | 3,779 | 2,091 | 2,281 | 1,859 | 4,446 | 30,127 |
| 2,628 | 2,528 | 2,921 | 3,071 | 2,324 | 3,779 | 1,000 | 3,381 | 3,065 | 3,058 | 27,755 |
| 1,757 | 2,528 | 1,000 | 3,071 | 2,324 | 2,528 | 2,091 | 2,281 | 1,859 | 3,058 | 22,496 |
| 2,628 | 2,528 | 2,921 | 2,164 | 1,000 | 2,528 | 3,093 | 3,381 | 3,065 | 2,149 | 25,457 |
| 3,504 | 2,528 | 2,921 | 3,071 | 2,324 | 3,779 | 3,093 | 3,381 | 3,065 | 1,000 | 28,666 |
| 3,504 | 3,559 | 3,970 | 4,023 | 2,324 | 3,779 | 3,093 | 3,381 | 4,142 | 2,149 | 33,924 |
| 4,426 | 3,559 | 3,970 | 3,071 | 2,324 | 5,016 | 4,247 | 4,533 | 4,142 | 1,000 | 36,287 |
| 2,628 | 4,262 | 3,970 | 3,071 | 3,350 | 3,779 | 3,093 | 3,381 | 4,142 | 3,058 | 34,735 |
| 2,628 | 2,528 | 2,921 | 2,164 | 3,350 | 3,779 | 3,093 | 3,381 | 2,439 | 4,446 | 30,729 |
| 2,628 | 3,559 | 2,921 | 2,164 | 2,324 | 2,528 | 2,091 | 2,281 | 2,439 | 4,446 | 27,381 |
| 1,757 | 2,528 | 2,091 | 2,164 | 2,324 | 2,528 | 2,091 | 2,281 | 4,142 | 1,000 | 22,906 |
| 1,000 | 2,528 | 2,091 | 1,000 | 2,324 | 2,528 | 2,091 | 2,281 | 1,000 | 4,446 | 21,289 |
| 1,000 | 2,528 | 2,091 | 2,164 | 2,324 | 2,528 | 2,091 | 2,281 | 4,142 | 1,000 | 22,149 |
| 2,628 | 3,559 | 2,091 | 2,164 | 2,324 | 2,528 | 2,091 | 2,281 | 2,439 | 3,058 | 25,163 |
| 1,000 | 2,528 | 1,000 | 2,164 | 2,324 | 2,528 | 2,091 | 1,000 | 1,859 | 3,711 | 20,204 |
| 2,628 | 1,000 | 2,091 | 1,000 | 1,000 | 3,779 | 3,093 | 3,381 | 3,065 | 2,149 | 23,186 |

* 1. **Lampiran 20**

Hasil Uji MSI Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **total** |
| 4,495 | 4,111 | 4,127 | 4,026 | 3,524 | 5,339 | 3,381 | 29,004 |
| 3,362 | 5,339 | 3,144 | 4,026 | 3,524 | 5,339 | 4,361 | 29,096 |
| 4,495 | 4,111 | 3,144 | 4,026 | 3,524 | 4,144 | 4,361 | 27,806 |
| 4,495 | 4,111 | 3,144 | 4,026 | 3,524 | 3,036 | 4,361 | 26,698 |
| 4,495 | 4,111 | 2,179 | 2,803 | 3,524 | 1,984 | 2,355 | 21,452 |
| 2,336 | 1,917 | 2,179 | 2,803 | 2,268 | 4,144 | 3,381 | 19,029 |
| 3,362 | 2,973 | 3,144 | 4,026 | 3,524 | 3,036 | 2,355 | 22,420 |
| 3,362 | 4,111 | 3,144 | 2,803 | 3,524 | 4,144 | 3,381 | 24,470 |
| 3,362 | 4,111 | 2,179 | 2,803 | 2,268 | 1,984 | 4,361 | 21,068 |
| 2,336 | 2,973 | 2,179 | 2,803 | 2,268 | 1,984 | 3,381 | 17,924 |
| 3,362 | 1,917 | 2,179 | 1,911 | 2,268 | 1,984 | 2,355 | 15,976 |
| 2,336 | 1,917 | 2,179 | 2,803 | 1,000 | 1,000 | 2,355 | 13,591 |
| 2,336 | 2,973 | 1,000 | 1,000 | 2,268 | 1,984 | 2,355 | 13,915 |
| 3,362 | 2,973 | 2,179 | 4,026 | 1,000 | 3,036 | 2,355 | 18,930 |
| 4,495 | 4,111 | 3,144 | 4,026 | 3,524 | 3,036 | 2,355 | 24,692 |
| 4,495 | 2,973 | 2,179 | 2,803 | 3,524 | 4,144 | 4,361 | 24,480 |
| 4,495 | 2,973 | 3,144 | 2,803 | 2,268 | 3,036 | 4,361 | 23,080 |
| 3,362 | 4,111 | 4,127 | 4,026 | 3,524 | 4,144 | 4,361 | 27,656 |
| 4,495 | 5,339 | 4,127 | 4,026 | 4,941 | 4,144 | 4,361 | 31,434 |
| 4,495 | 4,111 | 2,179 | 4,026 | 2,268 | 3,036 | 2,355 | 22,471 |
| 3,362 | 2,973 | 2,179 | 2,803 | 2,268 | 3,036 | 2,355 | 18,976 |
| 2,336 | 2,973 | 1,000 | 2,803 | 2,268 | 3,036 | 1,000 | 15,415 |
| 2,336 | 2,973 | 1,000 | 1,911 | 1,000 | 3,036 | 1,000 | 13,255 |
| 3,362 | 1,917 | 2,179 | 4,026 | 2,268 | 3,036 | 2,355 | 19,143 |
| 3,362 | 4,111 | 2,179 | 4,026 | 2,268 | 3,036 | 2,355 | 21,337 |
| 4,495 | 4,111 | 3,144 | 4,026 | 3,524 | 4,144 | 3,381 | 26,826 |
| 4,495 | 4,111 | 4,127 | 4,026 | 3,524 | 5,339 | 3,381 | 29,004 |
| 3,362 | 4,111 | 3,144 | 4,026 | 4,941 | 4,144 | 3,381 | 27,109 |
| 3,362 | 2,973 | 3,144 | 2,803 | 3,524 | 4,144 | 3,381 | 23,331 |
| 2,336 | 2,973 | 1,000 | 2,803 | 3,524 | 4,144 | 3,381 | 20,161 |
| 4,495 | 4,111 | 2,179 | 4,026 | 3,524 | 4,144 | 3,381 | 25,862 |
| 3,362 | 4,111 | 1,000 | 2,803 | 3,524 | 4,144 | 3,381 | 22,326 |
| 2,336 | 4,111 | 1,000 | 2,803 | 2,268 | 3,036 | 2,355 | 17,909 |
| 4,495 | 2,973 | 1,000 | 1,911 | 2,268 | 1,984 | 2,355 | 16,986 |
| 3,362 | 2,973 | 1,000 | 4,026 | 2,268 | 3,036 | 2,355 | 19,019 |
| 3,362 | 2,973 | 2,179 | 1,911 | 3,524 | 4,144 | 2,355 | 20,448 |
| 4,495 | 4,111 | 4,127 | 2,803 | 2,268 | 3,036 | 3,381 | 24,222 |
| 4,495 | 2,973 | 3,144 | 4,026 | 3,524 | 4,144 | 4,361 | 26,668 |
| 3,362 | 5,339 | 3,144 | 4,026 | 2,268 | 4,144 | 3,381 | 25,665 |
| 3,362 | 2,973 | 2,179 | 4,026 | 3,524 | 3,036 | 2,355 | 21,455 |
| 2,336 | 2,973 | 2,179 | 1,911 | 3,524 | 4,144 | 2,355 | 19,422 |
| 2,336 | 2,973 | 2,179 | 1,911 | 2,268 | 3,036 | 2,355 | 17,058 |
| 2,336 | 1,000 | 2,179 | 1,000 | 2,268 | 3,036 | 2,355 | 14,174 |
| 2,336 | 1,917 | 1,000 | 1,911 | 2,268 | 3,036 | 2,355 | 14,823 |
| 2,336 | 2,973 | 2,179 | 2,803 | 2,268 | 3,036 | 2,355 | 17,950 |
| 1,000 | 2,973 | 2,179 | 2,803 | 1,000 | 3,036 | 1,000 | 13,991 |

* 1. **Lampiran 21**

Hasil Uji MSI Variabel Pengembangan Karir

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | total |
| 2,091 | 2,281 | 2,439 | 2,149 | 2,255 | 2,196 | 5,070 | 4,937 | 23,420 |
| 3,093 | 3,381 | 4,142 | 1,000 | 4,017 | 2,196 | 3,861 | 3,920 | 25,609 |
| 3,093 | 2,281 | 1,859 | 3,711 | 3,195 | 3,225 | 3,861 | 3,920 | 25,144 |
| 4,247 | 3,381 | 1,859 | 3,711 | 2,255 | 2,196 | 3,861 | 3,920 | 25,429 |
| 4,247 | 4,533 | 4,142 | 3,058 | 1,000 | 1,000 | 2,745 | 3,920 | 24,643 |
| 4,247 | 4,533 | 3,065 | 3,058 | 1,000 | 2,196 | 1,000 | 2,781 | 21,879 |
| 3,093 | 3,381 | 3,065 | 2,149 | 2,255 | 2,196 | 1,806 | 2,781 | 20,727 |
| 3,093 | 3,381 | 4,142 | 3,058 | 1,000 | 3,225 | 3,861 | 4,937 | 26,696 |
| 3,093 | 3,381 | 4,142 | 3,058 | 2,255 | 3,225 | 3,861 | 3,920 | 26,933 |
| 2,091 | 2,281 | 3,065 | 2,149 | 2,255 | 2,196 | 3,861 | 4,937 | 22,836 |
| 3,093 | 2,281 | 1,859 | 2,149 | 3,195 | 3,225 | 3,861 | 3,920 | 23,583 |
| 2,091 | 2,281 | 2,439 | 3,058 | 4,017 | 4,317 | 3,861 | 4,937 | 27,001 |
| 4,247 | 4,533 | 4,142 | 2,149 | 2,255 | 3,225 | 2,745 | 2,781 | 26,076 |
| 4,247 | 4,533 | 4,142 | 3,058 | 3,195 | 2,196 | 1,806 | 2,781 | 25,957 |
| 4,247 | 3,381 | 4,142 | 3,058 | 1,000 | 1,000 | 2,745 | 2,781 | 22,354 |
| 4,247 | 4,533 | 4,142 | 2,149 | 2,255 | 2,196 | 1,806 | 1,539 | 22,867 |
| 2,091 | 3,381 | 3,065 | 1,000 | 1,000 | 3,225 | 2,745 | 2,781 | 19,289 |
| 1,000 | 2,281 | 2,439 | 2,149 | 3,195 | 4,317 | 3,861 | 2,781 | 22,024 |
| 3,093 | 3,381 | 3,065 | 3,058 | 1,000 | 1,000 | 1,000 | 2,781 | 18,378 |
| 4,247 | 3,381 | 4,142 | 2,149 | 1,000 | 2,196 | 2,745 | 1,000 | 20,861 |
| 1,000 | 1,000 | 1,000 | 3,711 | 2,255 | 2,196 | 1,000 | 2,781 | 14,944 |
| 3,093 | 2,281 | 3,065 | 2,149 | 1,000 | 2,196 | 2,745 | 2,781 | 19,311 |
| 3,093 | 3,381 | 3,065 | 2,149 | 1,000 | 1,000 | 1,806 | 2,781 | 18,275 |
| 2,091 | 2,281 | 3,065 | 2,149 | 3,195 | 1,000 | 2,745 | 2,781 | 19,308 |
| 3,093 | 2,281 | 3,065 | 2,149 | 2,255 | 1,000 | 2,745 | 2,781 | 19,369 |
| 4,247 | 4,533 | 4,142 | 2,149 | 1,000 | 2,196 | 2,745 | 2,781 | 23,793 |
| 3,093 | 4,533 | 4,142 | 2,149 | 2,255 | 1,000 | 2,745 | 2,781 | 22,698 |
| 3,093 | 3,381 | 3,065 | 3,058 | 1,000 | 1,000 | 2,745 | 2,781 | 20,123 |
| 4,247 | 4,533 | 2,439 | 3,711 | 2,255 | 1,000 | 1,806 | 2,781 | 22,772 |
| 3,093 | 3,381 | 4,142 | 2,149 | 2,255 | 1,000 | 1,806 | 3,920 | 21,746 |
| 2,091 | 2,281 | 1,859 | 4,446 | 2,255 | 2,196 | 2,745 | 3,920 | 21,793 |
| 1,000 | 3,381 | 3,065 | 3,058 | 3,195 | 2,196 | 2,745 | 3,920 | 22,560 |
| 2,091 | 2,281 | 1,859 | 3,058 | 2,255 | 3,225 | 2,745 | 4,937 | 22,451 |
| 3,093 | 3,381 | 3,065 | 2,149 | 1,000 | 3,225 | 3,861 | 3,920 | 23,693 |
| 3,093 | 3,381 | 3,065 | 1,000 | 2,255 | 2,196 | 2,745 | 2,781 | 20,516 |
| 3,093 | 3,381 | 4,142 | 2,149 | 2,255 | 2,196 | 3,861 | 2,781 | 23,859 |
| 4,247 | 4,533 | 4,142 | 1,000 | 2,255 | 2,196 | 2,745 | 2,781 | 23,898 |
| 3,093 | 3,381 | 4,142 | 3,058 | 1,000 | 1,000 | 2,745 | 2,781 | 21,200 |
| 3,093 | 3,381 | 2,439 | 4,446 | 2,255 | 2,196 | 3,861 | 3,920 | 25,591 |
| 2,091 | 2,281 | 2,439 | 4,446 | 3,195 | 3,225 | 5,070 | 4,937 | 27,685 |
| 2,091 | 2,281 | 4,142 | 1,000 | 4,017 | 3,225 | 3,861 | 3,920 | 24,536 |
| 2,091 | 2,281 | 1,000 | 4,446 | 2,255 | 1,000 | 3,861 | 4,937 | 21,871 |
| 2,091 | 2,281 | 4,142 | 1,000 | 2,255 | 1,000 | 2,745 | 3,920 | 19,434 |
| 2,091 | 2,281 | 2,439 | 3,058 | 2,255 | 3,225 | 2,745 | 3,920 | 22,014 |
| 2,091 | 1,000 | 1,859 | 3,711 | 4,017 | 2,196 | 2,745 | 2,781 | 20,401 |
| 3,093 | 3,381 | 3,065 | 2,149 | 2,255 | 2,196 | 2,745 | 2,781 | 21,666 |

* 1. **Lampiran 22**

Hasil Uji MSI Variabel Insentif

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | TOTAL |
| 3,519 | 2,179 | 4,032 | 1,757 | 2,528 | 2,091 | 1,000 | 1,000 | 18,106 |
| 3,519 | 2,179 | 4,032 | 4,426 | 5,105 | 3,970 | 2,164 | 2,324 | 27,719 |
| 2,291 | 3,155 | 4,032 | 2,628 | 5,105 | 3,970 | 4,023 | 4,251 | 29,456 |
| 2,291 | 2,179 | 2,852 | 3,504 | 5,105 | 3,970 | 4,023 | 3,350 | 27,275 |
| 1,000 | 2,179 | 1,803 | 4,426 | 2,528 | 3,970 | 4,023 | 4,251 | 24,180 |
| 1,000 | 1,000 | 1,000 | 2,628 | 3,559 | 2,921 | 2,164 | 3,350 | 17,622 |
| 2,291 | 1,000 | 1,000 | 2,628 | 2,528 | 2,921 | 2,164 | 2,324 | 16,855 |
| 3,519 | 2,179 | 4,032 | 3,504 | 2,528 | 2,921 | 1,000 | 1,000 | 20,683 |
| 3,519 | 1,000 | 2,852 | 3,504 | 4,262 | 2,921 | 3,071 | 3,350 | 24,481 |
| 2,291 | 1,000 | 2,852 | 3,504 | 3,559 | 2,091 | 2,164 | 1,000 | 18,461 |
| 2,291 | 3,155 | 2,852 | 2,628 | 2,528 | 1,000 | 1,000 | 3,350 | 18,804 |
| 2,291 | 3,155 | 2,852 | 3,504 | 4,262 | 2,921 | 2,164 | 3,350 | 24,500 |
| 3,519 | 2,179 | 1,803 | 4,426 | 4,262 | 3,970 | 3,071 | 4,251 | 27,482 |
| 2,291 | 3,155 | 1,803 | 3,504 | 4,262 | 3,970 | 3,071 | 4,251 | 26,308 |
| 1,000 | 2,179 | 4,032 | 2,628 | 4,262 | 3,970 | 3,071 | 4,251 | 25,394 |
| 1,000 | 2,179 | 2,852 | 2,628 | 3,559 | 3,970 | 2,164 | 3,350 | 21,702 |
| 2,291 | 3,155 | 2,852 | 1,757 | 3,559 | 2,921 | 1,000 | 2,324 | 19,858 |
| 2,291 | 3,155 | 2,852 | 2,628 | 2,528 | 2,091 | 1,000 | 2,324 | 18,869 |
| 2,291 | 3,155 | 2,852 | 3,504 | 2,528 | 3,970 | 2,164 | 2,324 | 22,788 |
| 3,519 | 4,173 | 4,032 | 4,426 | 4,262 | 2,091 | 2,164 | 2,324 | 26,991 |
| 3,519 | 2,179 | 4,032 | 1,757 | 3,559 | 2,091 | 2,164 | 2,324 | 21,624 |
| 2,291 | 3,155 | 2,852 | 2,628 | 2,528 | 2,091 | 2,164 | 1,000 | 18,709 |
| 4,836 | 3,155 | 2,852 | 2,628 | 3,559 | 2,091 | 4,023 | 2,324 | 25,468 |
| 2,291 | 2,179 | 1,803 | 2,628 | 2,528 | 2,091 | 3,071 | 2,324 | 18,915 |
| 2,291 | 1,000 | 2,852 | 3,504 | 3,559 | 2,921 | 3,071 | 3,350 | 22,549 |
| 3,519 | 2,179 | 4,032 | 4,426 | 4,262 | 3,970 | 3,071 | 4,251 | 29,711 |
| 2,291 | 3,155 | 5,241 | 4,426 | 5,105 | 3,970 | 4,023 | 2,324 | 30,535 |
| 2,291 | 1,000 | 2,852 | 3,504 | 3,559 | 3,970 | 2,164 | 2,324 | 21,664 |
| 2,291 | 3,155 | 1,803 | 4,426 | 5,105 | 3,970 | 4,023 | 2,324 | 27,097 |
| 2,291 | 3,155 | 2,852 | 2,628 | 3,559 | 2,921 | 4,023 | 2,324 | 23,753 |
| 3,519 | 4,173 | 2,852 | 2,628 | 3,559 | 3,970 | 2,164 | 3,350 | 26,215 |
| 3,519 | 2,179 | 4,032 | 2,628 | 2,528 | 2,921 | 3,071 | 2,324 | 23,202 |
| 3,519 | 4,173 | 5,241 | 1,757 | 2,528 | 1,000 | 3,071 | 2,324 | 23,612 |
| 4,836 | 2,179 | 4,032 | 2,628 | 2,528 | 2,921 | 2,164 | 1,000 | 22,287 |
| 1,000 | 2,179 | 2,852 | 3,504 | 2,528 | 2,921 | 3,071 | 2,324 | 20,379 |
| 3,519 | 4,173 | 2,852 | 3,504 | 3,559 | 3,970 | 4,023 | 2,324 | 27,924 |
| 2,291 | 2,179 | 2,852 | 4,426 | 3,559 | 3,970 | 3,071 | 2,324 | 24,672 |
| 3,519 | 2,179 | 4,032 | 2,628 | 4,262 | 3,970 | 3,071 | 3,350 | 27,013 |
| 3,519 | 4,173 | 4,032 | 2,628 | 2,528 | 2,921 | 2,164 | 3,350 | 25,315 |
| 3,519 | 4,173 | 4,032 | 2,628 | 3,559 | 2,921 | 2,164 | 2,324 | 25,319 |
| 3,519 | 3,155 | 2,852 | 1,757 | 2,528 | 2,091 | 2,164 | 2,324 | 20,390 |
| 2,291 | 3,155 | 2,852 | 1,000 | 2,528 | 2,091 | 1,000 | 2,324 | 17,241 |
| 2,291 | 2,179 | 2,852 | 1,000 | 2,528 | 2,091 | 2,164 | 2,324 | 17,428 |
| 2,291 | 4,173 | 4,032 | 2,628 | 3,559 | 2,091 | 2,164 | 2,324 | 23,261 |
| 3,519 | 2,179 | 2,852 | 1,000 | 2,528 | 1,000 | 2,164 | 2,324 | 17,566 |
| 2,291 | 2,179 | 2,852 | 2,628 | 1,000 | 2,091 | 1,000 | 1,000 | 15,041 |

* 1. **Lampiran 23**

Hasil Uji Normalitas

* 1. **One-Sample Kolmogorov-Smirnov Test**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual | |
| N | | 65 | |
| Normal Parametersa,b | Mean | ,0000000 | |
| Std. Deviation | 1,77881831 | |
| Most Extreme Differences | Absolute | ,056 | |
| Positive | ,047 | |
| Negative | -,056 | |
| Test Statistic | | ,056 | |
| Asymp. Sig. (2-tailed) | | ,200c,d | |

.

* 1. **Lampiran 24**

Hasil Uji Multikolinearitas

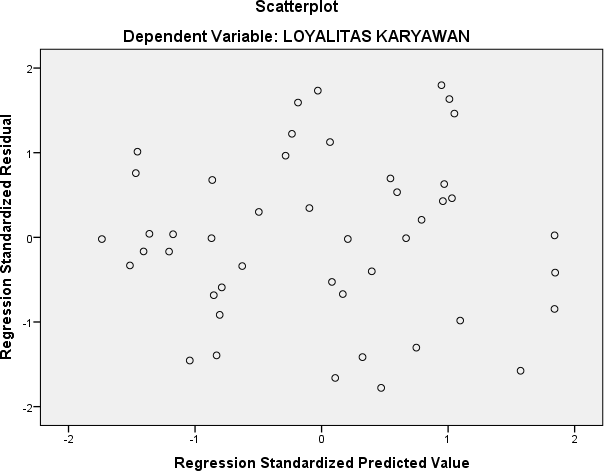
* 1. **Coefficientsa**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,337 | 3,822 |  | ,612 | ,544 |  |  |
| LINGKUNGAN KERJA | 1,390 | ,245 | ,599 | 5,665 | ,000 | ,425 | 2,352 |
| PENGEMBANGAN KARIR | ,793 | ,120 | ,641 | 6,591 | ,000 | ,502 | 1,994 |
| INSENTIF | ,840 | ,127 | ,530 | 6,591 | ,000 | ,735 | 1,361 |
| a. Dependent Variable: LOYALITAS KARYAWAN | | | | | | | | |

a. Dependent Variable: LOYALITAS KARYAWAN

* 1. **Lampiran 25**

Hasil Uji Heterokedastisitas



* 1. **Lampiran 26**

Hasil Uji Autokorelasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb**  Model | R | R Square | Adjusted R  Square | Std. Error of  the Estimate | Durbin-  Watson |
| 1 | ,895a | ,801 | ,787 | 2,8973667 | 1,492 |

1. Predictors: (Constant), INSENTIF, PENGEMBANGAN KARIR, LINGKUNGAN KERJA
2. Dependent Variable: LOYALITAS KARYAWAN

**Lampiran 27** Hasil Uji Linieritas

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa**  Model | | Sum of  Squares | df | Mean  Square | F | Sig. |
| 1 | Regression | 1416,946 | 3 | 472,315 | 56,263 | ,000b |
|  | Residual | 352,579 | 42 | 8,395 |
|  | Total | 1769,525 | 45 |  |

1. Dependent Variable: LOYALITAS KARYAWAN
2. Predictors: (Constant), INSENTIF, PENGEMBANGAN KARIR, LINGKUNGAN KERJA

**Lampiran 28**

Hasil Uji Regresi Linier Berganda

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | INSENTIF, PENGEMBANGAN KARIR, LINGKUNGAN KERJAb | . | Enter |
| a. Dependent Variable: LOYALITAS KARYAWAN | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,895a | ,801 | ,787 | 2,8973667 | 1,492 |
| a. Predictors: (Constant), INSENTIF, PENGEMBANGAN KARIR, LINGKUNGAN KERJA | | | | | |
| b. Dependent Variable: LOYALITAS KARYAWAN | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,337 | 3,822 |  | ,612 | ,544 |  |  |
| LINGKUNGAN KERJA | 1,390 | ,245 | ,599 | 5,665 | ,000 | ,425 | 2,352 |
| PENGEMBANGAN KARIR | ,793 | ,120 | ,641 | 6,591 | ,000 | ,502 | 1,994 |
| INSENTIF | ,840 | ,127 | ,530 | 6,591 | ,000 | ,735 | 1,361 |
| a. Dependent Variable: LOYALITAS KARYAWAN | | | | | | | | |

* 1. **Lampiran 29**

Hasil Uji T

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 2,337 | 3,822 |  | ,612 | ,544 |  |  |
| LINGKUNGAN KERJA | 1,390 | ,245 | ,599 | 5,665 | ,000 | ,425 | 2,352 |
| PENGEMBANGAN KARIR | ,793 | ,120 | ,641 | 6,591 | ,000 | ,502 | 1,994 |
| INSENTIF | ,840 | ,127 | ,530 | 6,591 | ,000 | ,735 | 1,361 |
| a. Dependent Variable: LOYALITAS KARYAWAN | | | | | | | | |

* 1. **Lampiran 30**
  2. Hasil Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of  Squares | df | Mean  Square | F | Sig. |
| 1 | Regression | 1416,946 | 3 | 472,315 | 56,263 | ,000b |
|  | Residual | 352,579 | 42 | 8,395 |
|  | Total | 1769,525 | 45 |  |

1. Dependent Variable: LOYALITAS KARYAWAN
2. Predictors: (Constant), INSENTIF, PENGEMBANGAN KARIR, LINGKUNGAN KERJA
   1. **Lampiran 31**

Hasil Uji Koefisien Determinasi

* 1. **Model Summaryb**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R  Square | Std. Error of  the Estimate | Durbin-  Watson |
| 1 | ,895a | ,801 | ,787 | 2,8973667 | 1,492 |

1. Predictors: (Constant), INSENTIF, PENGEMBANGAN KARIR, LINGKUNGAN KERJA
2. Dependent Variable: LOYALITAS KARYAWAN