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Lampiran 1

KUESIONER PENELITIAN

Perihal   : Permohonan Pengisian Kuesioner

Judul penelitian   : Pengaruh Karakteristik Individu, Karakteristik Pekerjaan, Dan

Karakteristik Organisasi Terhadap Kepuasan Kerja Pegawai Dinas

Perdagangan Koperasi Dan UKM Kabupaten Tegal.

Kepada

Yth. Bapak / Ibu Responden Penelitian

Pegawai Dinas Perdagangan Koperasi Dan UKM Kabupaten Tegal

Dengan hormat,

Dalam rangka menyelesaikan penelitian Saya, mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi Bapak / Ibu untuk mengisi kuesioner yang telah saya sediakan. Adapun Saya memohon Bapak / Ibu mengisi kuesioner sesuai dengan kondisi yang dirasakan selama ini. Saya akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Atas perhatian dan bantuannya, Saya mengucapkan terima kasih.

Hormat saya,

Jamaludin

Identitas Responden

1. Usia :

☐   20 – 30 Tahun

☐   31 – 40 Tahun

☐   41 – 50 Tahun

☐   Lebih dari 51 Tahun

2. Jenis Kelamin

☐   Perempuan

☐   Laki-laki

3. Pendidikan terakhir

☐   Diploma

☐   Sarjana

☐   Pasca Sarjana

Petunjuk Pengisian Angket

Untuk pernyataan di bawah ini, isilah jawaban dengan memberikan tanda (√) pada kolom yang mewakili jawaban Bapak/Ibu.

Keterangan :

SS   =   Sangat setuju

S   =   Setuju

N   =   Netral

TS   =   Tidak setuju

STS   =   Sangat tidak setuju

Variabel Kepuasan Kerja

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Saya puas bekerja di instansi ini karena pekerjaan yang saya lakukan sesuai dengan minat saya dan menyenangkan.					
2	Saya puas bekerja di instansi ini karena memiliki banyak kesempatan untuk belajar.					
3	Saya puas bekerja di instansi ini karena mendapatkan kesempatan untuk bertanggung jawab atas pekerjaan.					
4.	Saya puas bekerja di instansi ini karena gaji yang diterima sesuai dengan harapan.					
5	Saya puas bekerja di instansi ini karena gaji yang diterima sesuai peraturan yang ditetapkan oleh instansi.					
6	Saya puas bekerja di instansi ini karena instansi memberikan kesempatan untuk mengembangkan diri.					
7	Saya puas bekerja di instansi ini karena atasan memberikan bantuan teknis kepada bawahan yang memerlukan bantuan.					
8	Saya puas bekerja di instansi ini karena instansi memberikan dukungan kepada pegawai dengan memberikan promosi kepada pegawao yang berprestasi					
9	Saya puas bekerja di instansi ini karena memiliki rekan kerja yang mendukug					
10	Saya puas bekerja di instansi ini karena memiliki hubungan baik dengan rekan kerja dan atasan atau bawahan.					

Variabel Karakteristik Individu

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Saya memiliki pengetahuan yang mumpuni berkaitan dengan pekerjaan ini.					
2	Saya memiliki keterampilan yang cukup untuk menyelesaikan pekerjaan					
3	Saya berusaha agar pekerjaan yang saya lakukan memuaskan					
4	Saya selelu berusaha mengembangkan kapasitas intelektual Saya					
5	Saya merasa tertantang untuk menyelesaikan pekerjaan dengan baik					
6	Saya mampu bekerja dalam kelompok atau tim					
7	Saya mampu memahami arahan dari atasan					
8	Saya menjaga nama baik intansi					
9	Saya merasa memiliki banyak ide yang memudahkan Saya dalam menyelesaikan pekerjaan					
10	Saya menyukai pekerjaan ini dan melaksanakannya dengan penuh semangat					

Variabel Karakteristik Pekerjaan

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Instansi memberikan kebebasan kepada saya untuk merencanakan pekerjaan					
2	Instansi memberikan kebebasan kepada saya dalam melaksanakan pekerjaan					
3	Instansi memberikan kebebasan kepada saya untuk menyelesaikan pekerjaan sesuai dengan caranya masing-masing					
4	Instansi memberikan kebebasan kepada saya untuk memcari variasi metode yang dibutuhkan untuk menyelesaikan tugas					
5	Instansi mendorong setiap pegawai untuk memahami prosedur kerja					
6	Instansi mendorong setiap pegawai untuk terlibat dalam setiap pekerjaan.					
7	Pekerjaan yang Saya lakukan memiliki dampak yang positif terhadap diri Saya.					
8	Saya puas atas keberhasilan yang dicapai dalam bekerja di instansi ini					
9	Hasil pekerjaan yang Saya lakukan sesuai dengan harapan					

Variabel Karakteristik organisasi

No	Pernyataan	Jawaban				
		SS	S	N	TS	STS
1	Saya dituntut untuk dapat menyelesaikan permasalahan yang terjadi dalam pelaksanaan pekerjaan.					
2	Saya dituntut untuk dapat menyelesaikan permasalahan yang terjadi dalam pelaksanaan pekerjaan.					
3	Saya dituntut untuk memiliki spesialisasi dalam bekerja					
4	Instansi memberikan tugas yang harus diselesaikan sesuai tanggung jawab dan posisi saya					
5	Saya dituntut untuk melaksanakan pekerjaan sesuai dengan fungsi yang ada di organisasi					
6	Saya dituntut untuk melakasanakan tugas sesuai dengan job deskripsi Saya					
7	Saya dituntut untuk menyelesaikan tugas tepat waktu					
8	Saya dituntut untuk menyelesaikan tugas dengan benar tanpa ada kesalahan					
9	Saya diberikan wewenang sesuai dengan tanggung jawab saya.					
10	Pembagian kewenangan antar bagian dilakukan dengan jelas sesuai dengan tupoksi masing-masing.					

Lampiran 2

Data Penelitian Variabel Karakteriktik Individu

Resp	KI.1	KI.2	KI.3	KI.4	KI.5	KI.6	KI.7	KI.8	KI.9	KI.10	KI
1	5	4	4	3	3	5	4	4	3	5	40
2	5	5	5	4	4	5	4	5	4	4	45
3	5	5	5	5	5	5	5	4	4	5	48
4	5	5	4	3	3	5	5	4	3	3	40
5	4	4	5	5	5	4	4	5	5	5	46
6	5	5	5	5	5	5	5	5	5	4	49
7	5	5	5	5	5	5	5	5	5	4	49
8	3	3	3	3	4	4	4	4	4	3	35
9	4	5	5	3	3	4	5	5	3	5	42
10	3	5	5	3	3	3	5	5	3	5	40
11	3	4	5	3	3	3	4	5	3	5	38
12	4	4	4	3	3	4	4	4	3	3	36
13	4	4	5	2	2	4	4	5	2	4	36
14	3	4	4	4	4	3	4	4	4	5	39
15	4	4	3	3	3	4	4	3	3	4	35
16	4	4	4	4	4	4	4	4	4	4	40
17	3	5	5	4	4	3	5	5	4	5	43
18	4	4	4	4	4	4	3	3	4	4	38
19	4	4	4	5	5	4	4	4	5	5	44
20	5	5	3	4	4	5	5	3	4	4	42
21	4	4	5	5	5	4	4	5	5	4	45
22	4	3	3	4	4	4	3	3	4	4	36
23	2	3	2	2	2	2	3	2	2	3	23
24	4	4	4	4	4	4	4	4	4	5	41
25	4	4	5	5	5	4	4	4	4	4	43
26	4	4	4	4	4	4	4	4	4	4	40
27	5	4	5	3	3	5	4	5	3	3	40
28	2	2	2	2	3	2	2	3	3	2	23
29	4	4	4	5	5	4	4	4	5	4	43
30	5	4	4	5	5	5	3	3	5	5	44
31	5	5	5	5	5	5	5	5	5	3	48
32	2	2	3	2	3	3	2	3	2	2	24
33	3	4	2	2	4	3	2	4	3	4	31
Jumlah	130	135	135	123	128	132	131	135	124	133	1306

Lampiran 3

Data Penelitian Variabel Karakteriktik Pekerjaan

Resp	KP.1	KP.2	KP.3	KP.4	KP.5	KP.6	KP.7	KP.8	KP.9	KP
1	4	2	2	5	4	2	2	3	5	29
2	5	5	3	5	5	5	3	5	3	39
3	4	4	5	5	4	4	5	5	5	41
4	4	5	5	5	4	5	5	5	5	43
5	4	4	5	4	4	4	5	4	5	39
6	5	5	5	5	5	5	5	5	3	43
7	5	5	5	5	5	5	5	4	5	44
8	5	4	3	5	5	4	3	4	3	36
9	5	5	3	4	5	5	3	4	3	37
10	5	5	4	3	5	5	4	4	4	39
11	4	5	4	3	4	5	4	5	4	38
12	3	3	3	4	3	3	3	4	3	29
13	4	3	2	4	4	3	2	5	2	29
14	3	3	5	3	3	3	5	4	5	34
15	3	3	4	4	3	3	4	4	4	32
16	4	2	3	2	4	2	3	4	3	27
17	5	4	3	3	5	4	3	2	3	32
18	3	3	4	4	3	3	4	4	4	32
19	3	3	4	4	3	3	4	4	4	32
20	4	5	3	5	4	5	3	5	3	37
21	3	4	4	4	3	4	4	5	4	35
22	4	3	4	2	4	3	4	3	4	31
23	2	2	2	2	2	2	2	4	2	20
24	3	2	3	3	3	2	3	4	3	26
25	4	3	4	4	4	3	4	3	4	33
26	4	4	3	4	4	4	3	4	3	33
27	3	5	4	5	3	5	4	3	4	36
28	2	2	3	2	2	2	3	2	3	21
29	3	4	4	3	3	4	4	2	4	31
30	5	4	4	5	5	4	4	4	4	39
31	5	4	5	5	5	5	4	5	5	43
32	4	4	4	4	3	3	3	3	3	31
33	5	3	4	3	5	3	4	4	4	35
Jumlah	129	122	123	128	128	122	121	130	123	1126

Lampiran 4

Data Penelitian Variabel Karakteriktik Organisasi

Resp	KO.1	KO.2	KO.3	KO.4	KO.5	KO.6	KO.7	KO.8	KO.9	KO.10	KO
1	4	4	3	5	4	3	4	4	3	5	39
2	4	5	5	4	5	5	4	4	5	3	44
3	5	5	5	5	5	5	5	4	5	4	48
4	5	5	4	5	5	4	3	4	4	3	42
5	4	5	5	5	5	5	4	5	5	5	48
6	5	5	5	5	5	5	5	5	5	5	50
7	5	5	5	5	5	5	5	5	5	5	50
8	5	4	3	4	4	3	4	4	3	5	39
9	4	4	5	4	4	5	3	5	5	4	43
10	3	4	4	5	4	4	5	5	4	4	42
11	4	5	4	5	5	4	4	5	4	4	44
12	4	4	4	4	4	4	4	3	4	4	39
13	5	4	4	4	4	4	5	4	4	3	41
14	4	4	4	4	4	4	4	3	4	3	38
15	5	4	3	4	4	3	4	3	3	4	37
16	5	4	4	4	4	4	4	4	4	5	42
17	4	4	3	4	4	3	3	5	3	5	38
18	5	4	4	4	4	4	4	5	4	5	43
19	4	4	5	4	4	5	4	4	5	4	43
20	5	4	4	4	4	4	4	5	4	4	42
21	4	4	5	4	4	5	4	5	5	3	43
22	3	4	4	3	4	3	3	3	3	4	34
23	5	5	3	4	5	3	4	2	3	3	37
24	5	5	4	4	5	4	4	4	4	4	43
25	4	5	3	4	5	3	4	5	3	5	41
26	4	3	3	4	3	3	4	4	3	4	35
27	5	3	3	5	3	3	3	3	3	4	35
28	3	3	3	4	3	3	2	3	2	3	29
29	4	3	3	4	3	3	4	3	3	3	33
30	4	5	5	4	5	5	4	4	5	3	44
31	5	5	5	5	5	5	5	4	5	3	47
32	2	3	3	3	3	3	3	3	3	3	29
33	2	3	3	2	3	3	3	3	3	2	27
Jumlah	139	138	130	138	138	129	129	132	128	128	1329

Lampiran 5

Data Penelitian Variabel Kepuasan Kerja

Resp	KK.1	KK.2	KK.3	KK.4	KK.5	KK.6	KK.7	KK.8	KK.9	KK.10	**KK**
1	4	4	3	5	4	4	3	4	3	4	38
2	4	4	5	5	4	4	5	4	5	5	45
3	5	5	4	5	5	5	4	5	4	5	47
4	5	4	5	5	4	5	5	4	5	4	46
5	5	4	4	5	4	5	4	4	4	5	44
6	5	5	5	5	5	5	5	5	5	5	50
7	5	5	4	5	5	5	4	5	4	5	47
8	4	4	4	3	4	4	4	4	4	3	38
9	5	4	5	5	4	5	5	4	5	4	46
10	5	5	4	5	5	5	4	5	4	4	46
11	4	4	4	4	4	4	4	4	4	5	41
12	4	4	4	4	4	4	4	4	4	4	40
13	5	5	3	4	5	5	3	5	3	4	42
14	5	4	3	5	4	5	3	4	3	4	40
15	4	4	3	4	4	4	3	4	3	3	36
16	4	4	4	4	4	4	4	4	4	4	40
17	4	4	4	3	4	4	4	4	4	5	40
18	4	4	4	4	4	4	4	4	4	4	40
19	5	5	3	4	5	5	3	5	3	4	42
20	4	4	5	4	4	4	5	4	5	4	43
21	4	4	5	4	4	4	5	4	5	4	43
22	4	4	3	4	4	4	3	4	3	4	37
23	3	2	2	3	2	3	2	2	2	4	25
24	5	4	4	3	4	5	4	4	4	4	41
25	5	4	4	3	4	5	4	4	4	4	41
26	4	4	4	4	4	4	4	4	4	4	40
27	5	4	3	4	4	5	3	4	3	4	39
28	1	2	3	2	2	1	3	2	3	2	21
29	4	4	4	3	4	4	4	4	4	3	38
30	4	4	5	5	4	4	5	4	5	4	44
31	5	5	5	5	5	5	5	5	5	5	50
32	4	3	3	4	3	4	3	3	3	4	34
33	3	4	2	2	4	3	2	4	2	4	30
Jumlah	141	134	127	134	134	141	127	134	127	135	1334

Lampiran 6

Data Hasil Analisis *Metode Succesive Interval* Variabel Karakteriktik Individu

Resp	KI.1	KI.2	KI.3	KI.4	KI.5	KI.6	KI.7	KI.8	KI.9	KI.10	KI
1	3,952	2,771	2,562	1,974	2,138	4,134	2,717	3,105	2,070	4,072	29,495
2	3,952	4,134	3,723	2,705	3,059	4,134	2,717	4,297	2,998	2,861	34,580
3	3,952	4,134	3,723	3,702	4,134	4,134	4,018	3,105	2,998	4,072	37,971
4	3,952	4,134	2,562	1,974	2,138	4,134	4,018	3,105	2,070	1,922	30,009
5	2,760	2,771	3,723	3,702	4,134	2,900	2,717	4,297	4,089	4,072	35,164
6	3,952	4,134	3,723	3,702	4,134	4,134	4,018	4,297	4,089	2,861	39,042
7	3,952	4,134	3,723	3,702	4,134	4,134	4,018	4,297	4,089	2,861	39,042
8	1,872	1,720	1,816	1,974	3,059	2,900	2,717	3,105	2,998	1,922	24,084
9	2,760	4,134	3,723	1,974	2,138	2,900	4,018	4,297	2,070	4,072	32,085
10	1,872	4,134	3,723	1,974	2,138	1,922	4,018	4,297	2,070	4,072	30,219
11	1,872	2,771	3,723	1,974	2,138	1,922	2,717	4,297	2,070	4,072	27,556
12	2,760	2,771	2,562	1,974	2,138	2,900	2,717	3,105	2,070	1,922	24,919
13	2,760	2,771	3,723	1,000	1,000	2,900	2,717	4,297	1,000	2,861	25,029
14	1,872	2,771	2,562	2,705	3,059	1,922	2,717	3,105	2,998	4,072	27,784
15	2,760	2,771	1,816	1,974	2,138	2,900	2,717	2,114	2,070	2,861	24,122
16	2,760	2,771	2,562	2,705	3,059	2,900	2,717	3,105	2,998	2,861	28,439
17	1,872	4,134	3,723	2,705	3,059	1,922	4,018	4,297	2,998	4,072	32,800
18	2,760	2,771	2,562	2,705	3,059	2,900	1,758	2,114	2,998	2,861	26,488
19	2,760	2,771	2,562	3,702	4,134	2,900	2,717	3,105	4,089	4,072	32,812
20	3,952	4,134	1,816	2,705	3,059	4,134	4,018	2,114	2,998	2,861	31,791
21	2,760	2,771	3,723	3,702	4,134	2,900	2,717	4,297	4,089	2,861	33,953
22	2,760	1,720	1,816	2,705	3,059	2,900	1,758	2,114	2,998	2,861	24,691
23	1,000	1,720	1,000	1,000	1,000	1,000	1,758	1,000	1,000	1,922	12,400
24	2,760	2,771	2,562	2,705	3,059	2,900	2,717	3,105	2,998	4,072	29,650
25	2,760	2,771	3,723	3,702	4,134	2,900	2,717	3,105	2,998	2,861	31,671
26	2,760	2,771	2,562	2,705	3,059	2,900	2,717	3,105	2,998	2,861	28,439
27	3,952	2,771	3,723	1,974	2,138	4,134	2,717	4,297	2,070	1,922	29,698
28	1,000	1,000	1,000	1,000	2,138	1,000	1,000	2,114	2,070	1,000	13,322
29	2,760	2,771	2,562	3,702	4,134	2,900	2,717	3,105	4,089	2,861	31,601
30	3,952	2,771	2,562	3,702	4,134	4,134	1,758	2,114	4,089	4,072	33,287
31	3,952	4,134	3,723	3,702	4,134	4,134	4,018	4,297	4,089	1,922	38,104
32	1,000	1,000	1,816	1,000	2,138	1,922	1,000	2,114	1,000	1,000	13,991
33	1,872	2,771	1,000	1,000	3,059	1,922	1,000	3,105	2,070	2,861	20,660

Lampiran 7

Data Hasil Analisis *Metode Succesive Interval* Variabel Karakteriktik Pekerjaan

KP.1	KP.2	KP.3	KP.4	KP.5	KP.6	KP.7	KP.8	KP.9	KP
3,020	1,000	1,000	3,753	3,059	1,000	1,000	1,816	4,348	19,997
4,134	3,768	2,070	3,753	4,134	3,702	2,115	4,018	2,234	29,927
3,020	2,745	4,166	3,753	3,059	2,743	4,252	4,018	4,348	32,106
3,020	3,768	4,166	3,753	3,059	3,702	4,252	4,018	4,348	34,086
3,020	2,745	4,166	2,662	3,059	2,743	4,252	2,759	4,348	29,756
4,134	3,768	4,166	3,753	4,134	3,702	4,252	4,018	2,234	34,160
4,134	3,768	4,166	3,753	4,134	3,702	4,252	2,759	4,348	35,015
4,134	2,745	2,070	3,753	4,134	2,743	2,115	2,759	2,234	26,687
4,134	3,768	2,070	2,662	4,134	3,702	2,115	2,759	2,234	27,577
4,134	3,768	3,040	1,898	4,134	3,702	3,124	2,759	3,261	29,819
3,020	3,768	3,040	1,898	3,059	3,702	3,124	4,018	3,261	28,890
2,088	1,974	2,070	2,662	2,138	2,016	2,115	2,759	2,234	20,056
3,020	1,974	1,000	2,662	3,059	2,016	1,000	4,018	1,000	19,749
2,088	1,974	4,166	1,898	2,138	2,016	4,252	2,759	4,348	25,639
2,088	1,974	3,040	2,662	2,138	2,016	3,124	2,759	3,261	23,062
3,020	1,000	2,070	1,000	3,059	1,000	2,115	2,759	2,234	18,258
4,134	2,745	2,070	1,898	4,134	2,743	2,115	1,000	2,234	23,073
2,088	1,974	3,040	2,662	2,138	2,016	3,124	2,759	3,261	23,062
2,088	1,974	3,040	2,662	2,138	2,016	3,124	2,759	3,261	23,062
3,020	3,768	2,070	3,753	3,059	3,702	2,115	4,018	2,234	27,739
2,088	2,745	3,040	2,662	2,138	2,743	3,124	4,018	3,261	25,821
3,020	1,974	3,040	1,000	3,059	2,016	3,124	1,816	3,261	22,311
1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,759	1,000	10,759
2,088	1,000	2,070	1,898	2,138	1,000	2,115	2,759	2,234	17,302
3,020	1,974	3,040	2,662	3,059	2,016	3,124	1,816	3,261	23,973
3,020	2,745	2,070	2,662	3,059	2,743	2,115	2,759	2,234	23,409
2,088	3,768	3,040	3,753	2,138	3,702	3,124	1,816	3,261	26,691
1,000	1,000	2,070	1,000	1,000	1,000	2,115	1,000	2,234	12,419
2,088	2,745	3,040	1,898	2,138	2,743	3,124	1,000	3,261	22,038
4,134	2,745	3,040	3,753	4,134	2,743	3,124	2,759	3,261	29,693
4,134	2,745	4,166	3,753	4,134	3,702	3,124	4,018	4,348	34,123
3,020	2,745	3,040	2,662	2,138	2,016	2,115	1,816	2,234	21,788
4,134	1,974	3,040	1,898	4,134	2,016	3,124	2,759	3,261	26,339

Lampiran 8

Data Hasil Analisis *Metode Succesive Interval* Variabel Karakteriktik Organisasi

KO.1	KO.2	KO.3	KO.4	KO.5	KO.6	KO.7	KO.8	KO.9	KO.10	KO
2,611	2,207	1,000	4,417	2,207	1,000	3,348	3,225	2,395	4,483	26,893
2,611	3,485	3,185	2,958	3,485	3,129	3,348	3,225	4,417	2,344	32,186
3,904	3,485	3,185	4,417	3,485	3,129	4,716	3,225	4,417	3,383	37,345
3,904	3,485	2,111	4,417	3,485	2,094	2,114	3,225	3,381	2,344	30,559
2,611	3,485	3,185	4,417	3,485	3,129	3,348	4,355	4,417	4,483	36,914
3,904	3,485	3,185	4,417	3,485	3,129	4,716	4,355	4,417	4,483	39,576
3,904	3,485	3,185	4,417	3,485	3,129	4,716	4,355	4,417	4,483	39,576
3,904	2,207	1,000	2,958	2,207	1,000	3,348	3,225	2,395	4,483	26,728
2,611	2,207	3,185	2,958	2,207	3,129	2,114	4,355	4,417	3,383	30,566
1,720	2,207	2,111	4,417	2,207	2,094	4,716	4,355	3,381	3,383	30,591
2,611	3,485	2,111	4,417	3,485	2,094	3,348	4,355	3,381	3,383	32,669
2,611	2,207	2,111	2,958	2,207	2,094	3,348	2,235	3,381	3,383	26,536
3,904	2,207	2,111	2,958	2,207	2,094	4,716	3,225	3,381	2,344	29,148
2,611	2,207	2,111	2,958	2,207	2,094	3,348	2,235	3,381	2,344	25,497
3,904	2,207	1,000	2,958	2,207	1,000	3,348	2,235	2,395	3,383	24,638
3,904	2,207	2,111	2,958	2,207	2,094	3,348	3,225	3,381	4,483	29,919
2,611	2,207	1,000	2,958	2,207	1,000	2,114	4,355	2,395	4,483	25,330
3,904	2,207	2,111	2,958	2,207	2,094	3,348	4,355	3,381	4,483	31,049
2,611	2,207	3,185	2,958	2,207	3,129	3,348	3,225	4,417	3,383	30,670
3,904	2,207	2,111	2,958	2,207	2,094	3,348	4,355	3,381	3,383	29,949
2,611	2,207	3,185	2,958	2,207	3,129	3,348	4,355	4,417	2,344	30,762
1,720	2,207	2,111	1,697	2,207	1,000	2,114	2,235	2,395	3,383	21,069
3,904	3,485	1,000	2,958	3,485	1,000	3,348	1,000	2,395	2,344	24,919
3,904	3,485	2,111	2,958	3,485	2,094	3,348	3,225	3,381	3,383	31,373
2,611	3,485	1,000	2,958	3,485	1,000	3,348	4,355	2,395	4,483	29,119
2,611	1,000	1,000	2,958	1,000	1,000	3,348	3,225	2,395	3,383	21,919
3,904	1,000	1,000	4,417	1,000	1,000	2,114	2,235	2,395	3,383	22,448
1,720	1,000	1,000	2,958	1,000	1,000	1,000	2,235	1,000	2,344	15,257
2,611	1,000	1,000	2,958	1,000	1,000	3,348	2,235	2,395	2,344	19,891
2,611	3,485	3,185	2,958	3,485	3,129	3,348	3,225	4,417	2,344	32,186
3,904	3,485	3,185	4,417	3,485	3,129	4,716	3,225	4,417	2,344	36,307
1,000	1,000	1,000	1,697	1,000	1,000	2,114	2,235	2,395	2,344	15,784
1,000	1,000	1,000	1,000	1,000	1,000	2,114	2,235	2,395	1,000	13,744

Lampiran 9

Data Hasil Analisis *Metode Succesive Interval* Variabel Kepuasan Kerja

KK.1	KK.2	KK.3	KK.4	KK.5	KK.6	KK.7	KK.8	KK.9	KK.10	KK
2,794	2,800	2,088	4,013	2,800	2,794	2,088	2,800	2,088	3,090	27,354
2,794	2,800	4,270	4,013	2,800	2,794	4,270	2,800	4,270	4,554	35,365
4,188	4,348	3,101	4,013	4,348	4,188	3,101	4,348	3,101	4,554	39,289
4,188	2,800	4,270	4,013	2,800	4,188	4,270	2,800	4,270	3,090	36,689
4,188	2,800	3,101	4,013	2,800	4,188	3,101	2,800	3,101	4,554	34,646
4,188	4,348	4,270	4,013	4,348	4,188	4,270	4,348	4,270	4,554	42,797
4,188	4,348	3,101	4,013	4,348	4,188	3,101	4,348	3,101	4,554	39,289
2,794	2,800	3,101	1,922	2,800	2,794	3,101	2,800	3,101	1,803	27,016
4,188	2,800	4,270	4,013	2,800	4,188	4,270	2,800	4,270	3,090	36,689
4,188	4,348	3,101	4,013	4,348	4,188	3,101	4,348	3,101	3,090	37,825
2,794	2,800	3,101	2,822	2,800	2,794	3,101	2,800	3,101	4,554	30,666
2,794	2,800	3,101	2,822	2,800	2,794	3,101	2,800	3,101	3,090	29,202
4,188	4,348	2,088	2,822	4,348	4,188	2,088	4,348	2,088	3,090	33,594
4,188	2,800	2,088	4,013	2,800	4,188	2,088	2,800	2,088	3,090	30,142
2,794	2,800	2,088	2,822	2,800	2,794	2,088	2,800	2,088	1,803	24,876
2,794	2,800	3,101	2,822	2,800	2,794	3,101	2,800	3,101	3,090	29,202
2,794	2,800	3,101	1,922	2,800	2,794	3,101	2,800	3,101	4,554	29,767
2,794	2,800	3,101	2,822	2,800	2,794	3,101	2,800	3,101	3,090	29,202
4,188	4,348	2,088	2,822	4,348	4,188	2,088	4,348	2,088	3,090	33,594
2,794	2,800	4,270	2,822	2,800	2,794	4,270	2,800	4,270	3,090	32,709
2,794	2,800	4,270	2,822	2,800	2,794	4,270	2,800	4,270	3,090	32,709
2,794	2,800	2,088	2,822	2,800	2,794	2,088	2,800	2,088	3,090	26,162
1,697	1,000	1,000	1,922	1,000	1,697	1,000	1,000	1,000	3,090	14,405
4,188	2,800	3,101	1,922	2,800	4,188	3,101	2,800	3,101	3,090	31,090
4,188	2,800	3,101	1,922	2,800	4,188	3,101	2,800	3,101	3,090	31,090
2,794	2,800	3,101	2,822	2,800	2,794	3,101	2,800	3,101	3,090	29,202
4,188	2,800	2,088	2,822	2,800	4,188	2,088	2,800	2,088	3,090	28,950
1,000	1,000	2,088	1,000	1,000	1,000	2,088	1,000	2,088	1,000	13,264
2,794	2,800	3,101	1,922	2,800	2,794	3,101	2,800	3,101	1,803	27,016
2,794	2,800	4,270	4,013	2,800	2,794	4,270	2,800	4,270	3,090	33,901
4,188	4,348	4,270	4,013	4,348	4,188	4,270	4,348	4,270	4,554	42,797
2,794	1,544	2,088	2,822	1,544	2,794	2,088	1,544	2,088	3,090	22,395
1,697	2,800	1,000	1,000	2,800	1,697	1,000	2,800	1,000	3,090	18,883

.

Lampiran10

Hasil Perhitungan SPSS

Correlations

Correlations

		KI.1	KI.2	KI.3	KI.4	KI.5	KI.6	KI.7	KI.8	KI.9	KI.10	KI
KI.1	Pearson Correlation	1	.673**	.519**	.578**	.425*	.966**	.566**	.325	.483**	.268	.784**
	Sig. (2-tailed)		.000	.002	.000	.014	.000	.001	.065	.004	.132	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.2	Pearson Correlation	.673**	1	.663**	.466**	.308	.583**	.839**	.586**	.362*	.523**	.801**
	Sig. (2-tailed)	.000		.000	.006	.081	.000	.000	.000	.039	.002	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.3	Pearson Correlation	.519**	.663**	1	.532**	.322	.479**	.689**	.822**	.365*	.466**	.790**
	Sig. (2-tailed)	.002	.000		.001	.068	.005	.000	.000	.037	.006	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.4	Pearson Correlation	.578**	.466**	.532**	1	.912**	.540**	.454**	.271	.931**	.439*	.845**
	Sig. (2-tailed)	.000	.006	.001		.000	.001	.008	.127	.000	.011	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.5	Pearson Correlation	.425*	.308	.322	.912**	1	.428*	.224	.214	.937**	.310	.705**
	Sig. (2-tailed)	.014	.081	.068	.000		.013	.210	.231	.000	.079	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.6	Pearson Correlation	.966**	.583**	.479**	.540**	.428*	1	.531**	.300	.462**	.163	.737**
	Sig. (2-tailed)	.000	.000	.005	.001	.013		.001	.090	.007	.364	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.7	Pearson Correlation	.566**	.839**	.689**	.454**	.224	.531**	1	.592**	.331	.402*	.752**
	Sig. (2-tailed)	.001	.000	.000	.008	.210	.001		.000	.060	.020	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.8	Pearson Correlation	.325	.586**	.822**	.271	.214	.300	.592**	1	.266	.332	.627**
	Sig. (2-tailed)	.065	.000	.000	.127	.231	.090	.000		.134	.059	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI.9	Pearson Correlation	.483**	.362*	.365*	.931**	.937**	.462**	.331	.266	1	.349*	.759**
	Sig. (2-tailed)	.004	.039	.037	.000	.000	.007	.060	.134		.046	.000

	N	33	33	33	33	33	33	33	33	33	33	33
KI.10	Pearson Correlation	.268	.523**	.466**	.439*	.310	.163	.402*	.332	.349*	1	.573**
	Sig. (2-tailed)	.132	.002	.006	.011	.079	.364	.020	.059	.046		.000
	N	33	33	33	33	33	33	33	33	33	33	33
KI	Pearson Correlation	.784**	.801**	.790**	.845**	.705**	.737**	.752**	.627**	.759**	.573**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33	33	33

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded^a	0	.0
	Total	33	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.907	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KI.1	35.6364	36.614	.721	.894
KI.2	35.4848	37.570	.751	.894
KI.3	35.4848	36.133	.724	.894
KI.4	35.8485	34.570	.789	.889
KI.5	35.6970	37.655	.625	.900
KI.6	35.5758	37.752	.670	.898
KI.7	35.6061	37.434	.686	.897
KI.8	35.4848	39.195	.542	.905
KI.9	35.8182	36.903	.690	.896
KI.10	35.5455	39.568	.475	.909

Correlations

<div align="center">Correlations</div>

		KP.1	KP.2	KP.3	KP.4	KP.5	KP.6	KP.7	KP.8	KP.9	KP
KP.1	Pearson Correlation	1	.559**	.195	.422*	.982**	.576**	.154	.259	.124	.692**
	Sig. (2-tailed)		.001	.278	.014	.000	.000	.393	.145	.491	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.2	Pearson Correlation	.559**	1	.436*	.549**	.541**	.973**	.426*	.346*	.180	.825**
	Sig. (2-tailed)	.001		.011	.001	.001	.000	.014	.049	.316	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.3	Pearson Correlation	.195	.436*	1	.265	.182	.456**	.964**	.208	.727**	.698**
	Sig. (2-tailed)	.278	.011		.136	.312	.008	.000	.245	.000	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.4	Pearson Correlation	.422*	.549**	.265	1	.412*	.562**	.229	.433*	.311	.685**
	Sig. (2-tailed)	.014	.001	.136		.017	.001	.200	.012	.079	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.5	Pearson Correlation	.982**	.541**	.182	.412*	1	.589**	.177	.291	.150	.699**
	Sig. (2-tailed)	.000	.001	.312	.017		.000	.325	.101	.403	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.6	Pearson Correlation	.576**	.973**	.456**	.562**	.589**	1	.447**	.401*	.241	.861**
	Sig. (2-tailed)	.000	.000	.008	.001	.000		.009	.021	.176	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.7	Pearson Correlation	.154	.426*	.964**	.229	.177	.447**	1	.208	.722**	.681**
	Sig. (2-tailed)	.393	.014	.000	.200	.325	.009		.245	.000	.000
	N	33	33	33	33	33	33	33	33	33	33
KP.8	Pearson Correlation	.259	.346*	.208	.433*	.291	.401*	.208	1	.058	.515**
	Sig. (2-tailed)	.145	.049	.245	.012	.101	.021	.245		.750	.002
	N	33	33	33	33	33	33	33	33	33	33
KP.9	Pearson Correlation	.124	.180	.727**	.311	.150	.241	.722**	.058	1	.546**

	Sig. (2-tailed)	.491	.316	.000	.079	.403	.176	.000	.750		.001
	N	33	33	33	33	33	33	33	33	33	33
KP	Pearson Correlation	.692**	.825**	.698**	.685**	.699**	.861**	.681**	.515**	.546**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.002	.001	
	N	33	33	33	33	33	33	33	33	33	33

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded[a]	0	.0
	Total	33	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.865	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KP.1	30.2121	28.735	.597	.850
KP.2	30.4242	26.252	.754	.834
KP.3	30.3939	28.684	.606	.850
KP.4	30.2424	28.127	.576	.853
KP.5	30.2424	28.564	.605	.850
KP.6	30.4242	25.564	.801	.828
KP.7	30.4545	29.006	.587	.851
KP.8	30.1818	30.716	.391	.868
KP.9	30.3939	30.496	.430	.865

Correlations

Correlations

		KO.1	KO.2	KO.3	KO.4	KO.5	KO.6	KO.7	KO.8	KO.9	KO.10	KO
KO.1	Pearson Correlation	1	.488**	.239	.573**	.488**	.287	.486**	.210	.320	.376*	.615**
	Sig. (2-tailed)		.004	.180	.000	.004	.105	.004	.240	.069	.031	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.2	Pearson Correlation	.488**	1	.591**	.498**	1.000**	.589**	.508**	.397*	.613**	.237	.809**
	Sig. (2-tailed)	.004		.000	.003	.000	.000	.003	.022	.000	.184	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.3	Pearson Correlation	.239	.591**	1	.352*	.591**	.978**	.461**	.480**	.963**	.033	.798**
	Sig. (2-tailed)	.180	.000		.044	.000	.000	.007	.005	.000	.854	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.4	Pearson Correlation	.573**	.498**	.352*	1	.498**	.410*	.478**	.423*	.396*	.413*	.687**
	Sig. (2-tailed)	.000	.003	.044		.003	.018	.005	.014	.022	.017	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.5	Pearson Correlation	.488**	1.000**	.591**	.498**	1	.589**	.508**	.397*	.613**	.237	.809**
	Sig. (2-tailed)	.004	.000	.000	.003		.000	.003	.022	.000	.184	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.6	Pearson Correlation	.287	.589**	.978**	.410*	.589**	1	.499**	.514**	.982**	.028	.823**
	Sig. (2-tailed)	.105	.000	.000	.018	.000		.003	.002	.000	.879	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.7	Pearson Correlation	.486**	.508**	.461**	.478**	.508**	.499**	1	.349*	.563**	.234	.697**
	Sig. (2-tailed)	.004	.003	.007	.005	.003	.003		.046	.001	.190	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.8	Pearson Correlation	.210	.397*	.480**	.423*	.397*	.514**	.349*	1	.525**	.547**	.683**
	Sig. (2-tailed)	.240	.022	.005	.014	.022	.002	.046		.002	.001	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.9	Pearson Correlation	.320	.613**	.963**	.396*	.613**	.982**	.563**	.525**	1	.062	.846**
	Sig. (2-tailed)	.069	.000	.000	.022	.000	.000	.001	.002		.732	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KO.10	Pearson Correlation	.376*	.237	.033	.413*	.237	.028	.234	.547**	.062	1	.444**
	Sig. (2-tailed)	.031	.184	.854	.017	.184	.879	.190	.001	.732		.010
	N	33	33	33	33	33	33	33	33	33	33	33
KO	Pearson Correlation	.615**	.809**	.798**	.687**	.809**	.823**	.697**	.683**	.846**	.444**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.010	
	N	33	33	33	33	33	33	33	33	33	33	33

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded[a]	0	.0
	Total	33	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.895	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KO.1	36.0606	27.809	.509	.894
KO.2	36.0909	26.898	.758	.877
KO.3	36.3333	26.229	.735	.877
KO.4	36.0909	28.210	.616	.886
KO.5	36.0909	26.898	.758	.877
KO.6	36.3636	25.864	.766	.875
KO.7	36.3636	27.864	.623	.885
KO.8	36.2727	27.080	.589	.888
KO.9	36.3939	25.246	.791	.873
KO.10	36.3939	29.496	.313	.907

Correlations

Correlations

		KK.1	KK.2	KK.3	KK.4	KK.5	KK.6	KK.7	KK.8	KK.9	KK.10	KK
KK.1	Pearson Correlation	1	.764**	.358*	.640**	.764**	1.000**	.358*	.764**	.358*	.559**	.830**
	Sig. (2-tailed)		.000	.041	.000	.000	.000	.041	.000	.041	.001	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.2	Pearson Correlation	.764**	1	.372*	.537**	1.000**	.764**	.372*	1.000**	.372*	.511**	.833**
	Sig. (2-tailed)	.000		.033	.001	.000	.000	.033	.000	.033	.002	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.3	Pearson Correlation	.358*	.372*	1	.491**	.372*	.358*	1.000**	.372*	1.000**	.342	.749**
	Sig. (2-tailed)	.041	.033		.004	.033	.041	.000	.033	.000	.052	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.4	Pearson Correlation	.640**	.537**	.491**	1	.537**	.640**	.491**	.537**	.491**	.554**	.764**
	Sig. (2-tailed)	.000	.001	.004		.001	.000	.004	.001	.004	.001	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.5	Pearson Correlation	.764**	1.000**	.372*	.537**	1	.764**	.372*	1.000**	.372*	.511**	.833**
	Sig. (2-tailed)	.000	.000	.033	.001		.000	.033	.000	.033	.002	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.6	Pearson Correlation	1.000**	.764**	.358*	.640**	.764**	1	.358*	.764**	.358*	.559**	.830**
	Sig. (2-tailed)	.000	.000	.041	.000	.000		.041	.000	.041	.001	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.7	Pearson Correlation	.358*	.372*	1.000**	.491**	.372*	.358*	1	.372*	1.000**	.342	.749**

	Sig. (2-tailed)	.041	.033	.000	.004	.033	.041		.033	.000	.052	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.8	Pearson Correlation	.764**	1.000**	.372*	.537**	1.000**	.764**	.372*	1	.372*	.511**	.833**
	Sig. (2-tailed)	.000	.000	.033	.001	.000	.000	.033		.033	.002	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.9	Pearson Correlation	.358*	.372*	1.000**	.491**	.372*	.358*	1.000**	.372*	1	.342	.749**
	Sig. (2-tailed)	.041	.033	.000	.004	.033	.041	.000	.033		.052	.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK.10	Pearson Correlation	.559**	.511**	.342	.554**	.511**	.559**	.342	.511**	.342	1	.655**
	Sig. (2-tailed)	.001	.002	.052	.001	.002	.001	.052	.002	.052		.000
	N	33	33	33	33	33	33	33	33	33	33	33
KK	Pearson Correlation	.830**	.833**	.749**	.764**	.833**	.830**	.749**	.833**	.749**	.655**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	33	33	33	33	33	33	33	33	33	33	33

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

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

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excludedᵃ	0	.0
	Total	33	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.927	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KK.1	36.1515	30.945	.781	.917
KK.2	36.3636	32.114	.793	.917
KK.3	36.5758	31.564	.677	.922
KK.4	36.3636	31.176	.693	.922
KK.5	36.3636	32.114	.793	.917
KK.6	36.1515	30.945	.781	.917
KK.7	36.5758	31.564	.677	.922
KK.8	36.3636	32.114	.793	.917
KK.9	36.5758	31.564	.677	.922
KK.10	36.3333	33.854	.586	.926

Coefficientsª

Model		Collinearity Statistics	
		Tolerance	VIF
1	Karakteristik individu	.280	3.576
	Karakteristik pekerjaan	.450	2.220
	Karakteristik organisasi	.392	2.548

a. Dependent Variable: Kepuasan kerja

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kepuasan kerja

Scatterplot
Dependent Variable: Kepuasan kerja
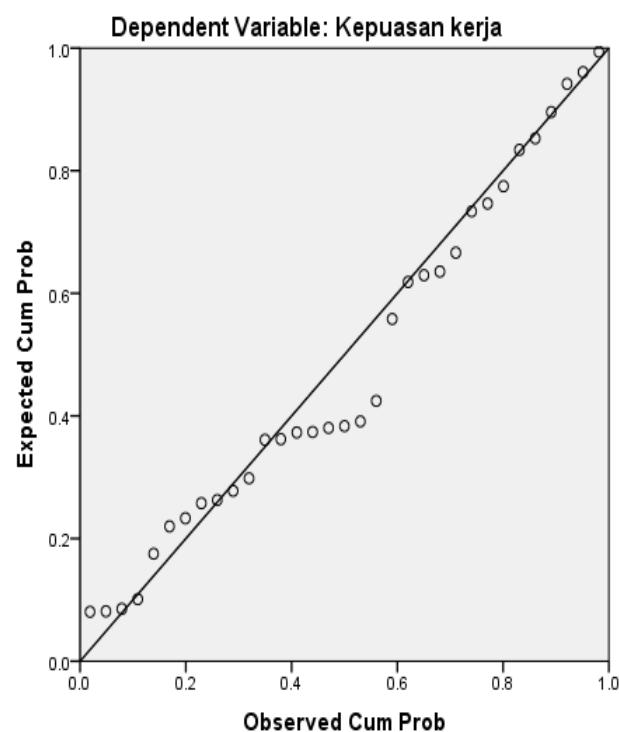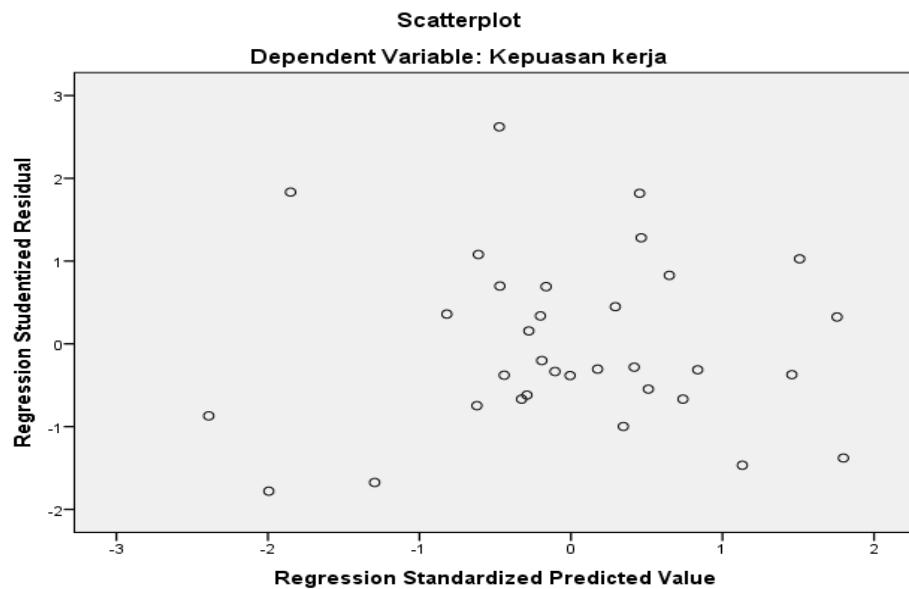
One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			33
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		2.28498175
Most Extreme Differences	Absolute		.160
	Positive		.160
	Negative		-.070
Test Statistic			.160
Asymp. Sig. (2-tailed)			.032[c]
Monte Carlo Sig. (2-tailed)	Sig.		.341[d]
	99% Confidence Interval	Lower Bound	.329
		Upper Bound	.353

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Based on 10000 sampled tables with starting seed 2000000.

Regression

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	Karakteristik organisasi, Karakteristik pekerjaan, Karakteristik individu[b]	.	Enter

a. Dependent Variable: Kepuasan kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.943[a]	.890	.879	2.40026

a. Predictors: (Constant), Karakteristik organisasi, Karakteristik pekerjaan,

Karakteristik individu

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,352.524	3	450.841	78.254	.000[b]
	Residual	167.077	29	5.761		
	Total	1,519.601	32			

a. Dependent Variable: Kepuasan kerja

b. Predictors: (Constant), Karakteristik organisasi, Karakteristik pekerjaan, Karakteristik individu

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.184	2.081		-.088	.930
	Karakteristik individu	.431	.119	.424	3.637	.001
	Karakteristik pekerjaan	.323	.107	.277	3.023	.005
	Karakteristik organisasi	.363	.104	.344	3.497	.002

a. Dependent Variable: Kepuasan kerja