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**LAMPIRAN**

**Lampiran 1**

**KUESIONER PENELITIAN**

**PENGARUH PENGEMBANGAN SUMBER DAYA MANUSIA, KOMPENSASI DAN DISIPLIN KERJA TERHADAP KEPUASAN KERJA PEGAWAI PADA DINAS KOPERASI, USAHA MIKRO DAN PERDAGANGAN KABUPATEN BREBES**

Nomor Responden :

Petunjuk pengisian :

1. Mohon terlebih dahulu mengisi identitas responden dengan memberi tanda ceklist (**√**) pada kolom yang tersedia
2. Pilihlah jawaban yang sesuai dengan memberikan tanda ceklist (**√**) pada kolom jawaban yang tersedia
3. Terdapat 5 (lima) alternatif pengisian jawaban, yaitu :

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

# IDENTITAS RESPONDEN

1. Jenis Kelamin

Perempuan Laki-laki

1. Usia

20-25 th 26-35 th Diatas 35 th

1. Pendidikan terakhir

SLTA/SMA Diploma S1 S2

1. Lama bekerja

1-5 th 11-15 th Diatas 20 th

6-10 th 16-20 th

# Petunjuk Pengisian

Berilah tanda *check list* (√) pada salah satu jawaban yang paling sesuai dengan pendapat saudara

# VARIABEL KEPUASAN KERJA (Y)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| **KESEMPATAN UNTUK BELAJAR** | | | | | | |
| 1 | Saya puas karena mendapatkan  kesempatan untuk belajar |  |  |  |  |  |
| 2 | Pekerjaan yang saya terima sudah  sesuai dengan kemampuan saya |  |  |  |  |  |
| **KESEMPATAN UNTUK MENERIMA TANGGUNG JAWAB** | | | | | | |
| 3 | Saya puas karena mendapatkan kesempatan menerima tanggung jawab  Pekerjaan |  |  |  |  |  |
| 4 | Saya diberikan kesempatan untuk menerima tanggung jawab yang lebih  Besar |  |  |  |  |  |
| **KESESUAIAN GAJI YANG DITERIMA** | | | | | | |
| 5 | Saya puas dengan kesesuaian gaji yang  saya terima |  |  |  |  |  |
| 6 | Saya menerima gaji yang cukup  berdasarkan tanggung jawab pekerjaan yang diberikan kepada saya |  |  |  |  |  |
| **MEMPEROLEH KESEMPATAN UNTUK NAIK JABATAN** | | | | | | |
| 7 | Saya merasa puas dan senang jika diberikan kesempatan untuk mendapatkan jenjang jabatan yang  lebih tinggi |  |  |  |  |  |
| 8 | Kebijakan promosi kenaikan pangkat dan jabatan ditempat kerja saya belum  sesuai prosedur |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 9 | Pengarahan yang jelas diberikan ketika  saya bekerja |  |  |  |  |  |
| **DUKUNGAN ATAU DORONGAN DARI ATASAN UNTUK BAWAHANNYA** | | | | | | |
| 10 | Atasan selalu memberikan semangat  dan dorongan kepada saya |  |  |  |  |  |
| 11 | Saya mendapat dukungan penuh yang  diberikan atasan |  |  |  |  |  |
| **HUBUNGAN ANTAR TEMAN SEKERJA** | | | | | | |
| 12 | Menjalin hubungan yang baik dengan  rekan kerja |  |  |  |  |  |
| 13 | Saya merasa puas dalam bekerja karena adanya sifat menghargai antar  rekan kerja |  |  |  |  |  |
| **TINGKAT DUKUNGAN ANTAR TEMAN SEKERJA** | | | | | | |
| 14 | Saya merasa senang dengan rekan kerja yang memberikan dukungan yang  cukup |  |  |  |  |  |
| 15 | Saya merasa adanya kerja sama dan komunikasi yang baik dengan rekan  kerja |  |  |  |  |  |

**VARIABEL PENGEMBANGAN SUMBER DAYA MANUSIA (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| **DUKUNGAN DAN PARTISIPASI** | | | | | | |
| 1 | Saya mendapat dukungan dan  partisipasi dari rekan kerja untuk mengikuti bimtek |  |  |  |  |  |
| 2 | Saya ikut serta dalam pelatihan yang  diadakan Dinas Koperasi, Usaha Mikro dan Perdagangan Kab.Brebes |  |  |  |  |  |
| **PENERAPAN HASIL BIMTEK PADA TUGAS/PEKERJAAN** | | | | | | |
| 3 | Materi yang diberikan dalam bimtek memudahkan saya dalam mengerjakan  tugas yang diberikan |  |  |  |  |  |
| 4 | Saya mendapatkan pengalaman tentang  pelatihan bimtek |  |  |  |  |  |
| 5 | Saya mengikuti bimtek untuk  menambah wawasan |  |  |  |  |  |
| **PENINGKATAN PRODUKTIVITAS KERJA DAN PENINGKATAN**  **KOMPETENSI PEGAWAI** | | | | | | |
| 6 | Bimtek yang saya dapatkan sangat bermanfaat untuk meningkatkan  kemampuan dan keterampilan saya |  |  |  |  |  |
| 7 | Saya terlibat dalam mengatur dan membina pegawai melalui program-  program perencanaan |  |  |  |  |  |
| **KEMAMPUAN MENYELESAIKAN TUGAS DENGAN BAIK** | | | | | | |
| 8 | Bidang pekerjaan yang sedang saya kerjakan saat ini sesuai dengan  kemampuan saya |  |  |  |  |  |
| 9 | Saya melaksanakan pekerjaan demi  tujuan perusahaan |  |  |  |  |  |
| 10 | Saya selalu sanggup mengerjakan  pekerjaan saya dengan baik |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **LAMA WAKTU ATAU MASA KERJA** | | | | | | |
| 11 | Lama waktu bekerja diperusahaan ini  memudahkan saya dalam bekerja |  |  |  |  |  |
| 12 | Pengalaman kerja yang saya miliki  dapat membantu dalam bekerja |  |  |  |  |  |
| **TINGKAT PENGETAHUAN DAN KETERAMPILAN YANG DIMILIKI** | | | | | | |
| 13 | Saya memiliki pengetahuan dan  keterampilan tentang pekerjaan yang diberikan oleh perusahaan |  |  |  |  |  |
| 14 | Saya memahami dan mengerjakan  pekerjaan dengan keterampilan yang saya miliki |  |  |  |  |  |

# VARIABEL KOMPENSASI (X2)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| **GAJI** | | | | | | |
| 1 | Gaji yang diberikan sesuai dengan apa  yang saya berikan kepada instansi |  |  |  |  |  |
| 2 | Selain gaji pokok instansi juga memberikan upah tambahan kepada  Saya |  |  |  |  |  |
| 3 | Gaji yang sudah saya terima dapat  meningkatkan semangat kerja |  |  |  |  |  |
| **UPAH** | | | | | | |
| 4 | Upah yang diberikan sesuai dengan  apa yang saya berikan kepada instansi |  |  |  |  |  |
| 5 | Upah yang diberikan instansi  menambah jaminan untuk masa depan |  |  |  |  |  |
| **BONUS/INSENTIF** | | | | | | |
| 6 | Insentif/bonus yang diberikan instansi sebanding dengan kualitas kerja saya  dalam menjalankan tugas |  |  |  |  |  |
| 7 | Instansi sering memberikan penghargaan kepada pegawai yang  berprestasi |  |  |  |  |  |
| 8 | Selama ini saya menerima bonus jika  pekerjaan saya lebih baik |  |  |  |  |  |
| **ASURANSI KESEHATAN DAN KESELAMATAN KERJA** | | | | | | |
| 9 | Perusahaan melindungi saya dengan menyediakan asuransi kesehatan dan keselamatan kerja untuk para  pegawainya |  |  |  |  |  |
| 10 | Saya dan keluarga saya diberikan  jaminan asuransi |  |  |  |  |  |
| **TUNJANGAN** | | | | | | |
| 11 | Tunjangan yang saya dapatkan sesuai dengan tanggung jawab yang saya  emban |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 12 | Saya mendapatkan Tunjangan Hari  Raya (THR) setiap tahun |  |  |  |  |  |
| 13 | Tunjangan yang diterima dapat  memenuhi kebutuhan saya |  |  |  |  |  |
| **FASILITAS** | | | | | | |
| 14 | Fasilitas kerja yang diberikan instansi  sudah cukup layak |  |  |  |  |  |
| 15 | Fasilitas yang diberikan kepada saya  memudahkan pekerjaan saya |  |  |  |  |  |

**VARIABEL DISIPLIN KERJA (X3)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | Jawaban | | | | |
| SS | S | N | TS | STS |
| **JAM MASUK KERJA** | | | | | | |
| 1 | Saya selalu datang tepat waktu sesuai  jam masuk kerja |  |  |  |  |  |
| 2 | Saya mengikuti apel pagi dan selalu  hadir tepat waktu |  |  |  |  |  |
| **JAM ISTIRAHAT TEPAT WAKTU** | | | | | | |
| 3 | Saya selalu datang tepat waktu setelah  jam istirahat usai |  |  |  |  |  |
| 4 | Saya menggunakan waktu seefisien  mungkin |  |  |  |  |  |
| **ATURAN YANG BERLAKU DI INSTANSI** | | | | | | |
| 5 | Saya selalu mematuhi peraturan/tata  tertib yang ditetapkan instansi |  |  |  |  |  |
| 6 | Saya taat terhadap intruksi yang  diberikan atasan kepada saya |  |  |  |  |  |
| **PERATURAN DASAR** | | | | | | |
| 7 | Saya mengajarkan pekerjaan selalu  berjalan lancar sesuai peraturan |  |  |  |  |  |
| 8 | Peraturan yang diterapkan menjadikan  saya termotivasi dalam menyelesaikan tugas yang diberikan atasan |  |  |  |  |  |
| **TINGKAH LAKU DALAM BEKERJA** | | | | | | |
| 9 | Saya bekerja dengan menjaga tingkah  laku saya ketika di instansi |  |  |  |  |  |
| 10 | Saya patuh pada Standar Operasional Perusahaan (SOP) dalam  melaksanakan pekerjaan |  |  |  |  |  |
| **CARA MELAKUKAN PEKERJAAN** | | | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 11 | Saya berusaha menemukan cara-cara baru yang lebih efektif untuk menyelesaikan setiap tugas atau  pekerjaan |  |  |  |  |  |
| 12 | Dalam melaksanakan pekerjaan, saya selalu memperhatikan prosedur kerja yang telah ditetapkan oleh instansi |  |  |  |  |  |
| **TUGAS** | | | | | | |
| 13 | Saya dapat melaksanakan tugas dengan  maksimal |  |  |  |  |  |
| 14 | Saya memiliki kreatifitas yang tinggi sehingga dapat menunjang pekerjaan  Saya |  |  |  |  |  |
| **TANGGUNG JAWAB** | | | | | | |
| 15 | Saya selalu bertanggung jawab dalam  menyelesaikan tugas/pekerjaan |  |  |  |  |  |
| 16 | Saya tidak pernah mengeluh dan selalu  bersemangat dalam bekerja |  |  |  |  |  |

**Lampiran 2**

**Data Uji Validitas Dan Reliabilitas Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Kinerja Pengelola Kepuasan Kerja (Y)** | | | | | | | | | | | | | | | |
| **Y. 1** | **Y. 2** | **Y. 3** | **Y. 4** | **Y. 5** | **Y. 6** | **Y. 7** | **Y. 8** | **Y. 9** | **Y. 10** | **Y. 11** | **Y. 12** | **Y. 13** | **Y. 14** | **Y. 15** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** |
| **2** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **67** |
| **3** | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **69** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **70** |
| **5** | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **68** |
| **6** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | **67** |
| **7** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **73** |
| **8** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **9** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | **69** |
| **10** | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **67** |
| **11** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **12** | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | **67** |
| **13** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **69** |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **63** |
| **15** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **63** |
| **16** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **70** |
| **17** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **18** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **70** |
| **19** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **67** |
| **20** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **65** |
| **21** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | **69** |
| **22** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **69** |
| **23** | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **67** |
| **24** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **62** |
| **25** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **63** |
| **26** | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | **63** |
| **27** | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | **60** |
| **28** | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **63** |
| **29** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **70** |
| **30** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |

**Lampiran 3**

**Data Uji Validitas Dan Reliabilitas Variabel Pengembangan SDM (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Pengembangan Sumber Daya Manusia (X1)** | | | | | | | | | | | | | | |
| **X1. 1** | **X1. 2** | **X1. 3** | **X1. 4** | **X1. 5** | **X1. 6** | **X1. 7** | **X1. 8** | **X1. 9** | **X1. 10** | **X1. 11** | **X1. 12** | **X1. 13** | **X1. 14** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **70** |
| **2** | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | **54** |
| **3** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | **63** |
| **4** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **62** |
| **5** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **65** |
| **6** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **57** |
| **7** | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | **61** |
| **8** | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | **57** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | **60** |
| **10** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **62** |
| **11** | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **54** |
| **12** | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | **57** |
| **13** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **14** | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | **53** |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **58** |
| **16** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **66** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **18** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | **64** |
| **19** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **60** |
| **20** | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | **56** |
| **21** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | **64** |
| **22** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | **61** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **57** |
| **24** | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **54** |
| **25** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **58** |
| **26** | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 2 | 3 | 2 | 4 | 3 | 5 | 4 | **53** |
| **27** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | **58** |
| **28** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **62** |
| **29** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | **59** |
| **30** | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | **60** |

**Lampiran 4**

**Data Uji Validitas Dan Reliabilitas Variabel Kompensasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Kompensasi (X2)** | | | | | | | | | | | | | | | |
| **X2. 1** | **X2. 2** | **X2. 3** | **X2. 4** | **X2. 5** | **X2. 6** | **X2. 7** | **X2. 8** | **X2. 9** | **X2. 10** | **X2. 11** | **X2. 12** | **X2. 13** | **X2. 14** | **X2. 15** | **Total** | |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** | |
| **2** | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **63** | |
| **3** | 3 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **66** | |
| **4** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **65** | |
| **5** | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | **63** | |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **62** | |
| **7** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **69** | |
| **8** | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **62** | |
| **9** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** | |
| **10** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **63** | |
| **11** | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **60** | |
| **12** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** | |
| **13** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **68** | |
| **14** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **64** | |
| **15** | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **63** | |
| **16** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **60** | |
| **17** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **66** | |
| **18** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | **69** | |
| **19** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **67** | |
| **20** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | **66** | |
| **21** | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **68** | |
| **22** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **67** | |
| **23** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **65** | |
| **24** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **61** | |
| **25** | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **61** | |
| **26** | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | **53** | |
| **27** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **59** | |
| **28** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **64** | |
| **29** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **66** | |
| **30** | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **70** | |

**Lampiran 5**

**Data Uji Validitas Dan Reliabilitas Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Disiplin Kerja (X3)** | | | | | | | | | | | | | | | | |
| **X3. 1** | **X3. 2** | **X3. 3** | **X3. 4** | **X3. 5** | **X3. 6** | **X3. 7** | **X3. 8** | **X3. 9** | **X3. 10** | **X3. 11** | **X3. 12** | **X3. 13** | **X3. 14** | **X3. 15** | **X3. 16** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **80** |
| **2** | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | **68** |
| **3** | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | **70** |
| **4** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **74** |
| **5** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | **71** |
| **6** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | **70** |
| **7** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **77** |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **62** |
| **9** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **72** |
| **10** | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | **66** |
| **11** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **64** |
| **12** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | **70** |
| **13** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **73** |
| **14** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | **62** |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | **61** |
| **16** | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | **64** |
| **17** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | **63** |
| **18** | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **72** |
| **19** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **72** |
| **20** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **69** |
| **21** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | **68** |
| **22** | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **73** |
| **23** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **68** |
| **24** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | **60** |
| **25** | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **64** |
| **26** | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | **59** |
| **27** | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | **63** |
| **28** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **70** |
| **29** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **73** |
| **30** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **71** |

**Lampiran 6**

**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 | Y.13 | Y.14 | Y.15 | Y\_Total |
| Y.1 | Pearson Correlation | 1 | .169 | .472\*\* | .289 | .289 | .042 | -.110 | -.108 | .042 | .042 | .391\* | .866\*\* | .141 | .472\*\* | .350 | .577\*\* |
| Sig. (2-tailed) |  | .373 | .008 | .122 | .122 | .826 | .561 | .569 | .825 | .825 | .032 | .000 | .456 | .008 | .058 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | .169 | 1 | .128 | .219 | .390\* | -.099 | -.177 | -.055 | -.004 | -.281 | -.095 | .024 | .656\*\* | .128 | .337 | .317 |
| Sig. (2-tailed) | .373 |  | .502 | .245 | .033 | .602 | .349 | .774 | .985 | .132 | .618 | .898 | .000 | .502 | .068 | .088 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | .472\*\* | .128 | 1 | .355 | .327 | .056 | .021 | -.225 | .151 | -.112 | .434\* | .327 | .267 | 1.000\*\* | .378\* | .612\*\* |
| Sig. (2-tailed) | .008 | .502 |  | .055 | .077 | .771 | .913 | .232 | .424 | .557 | .016 | .077 | .153 | .000 | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | .289 | .219 | .355 | 1 | .250 | -.048 | -.170 | -.042 | .024 | -.024 | .367\* | .111 | .408\* | .355 | .722\*\* | .505\*\* |
| Sig. (2-tailed) | .122 | .245 | .055 |  | .183 | .799 | .369 | .827 | .898 | .898 | .046 | .559 | .025 | .055 | .000 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | .289 | .390\* | .327 | .250 | 1 | .170 | .170 | .042 | .097 | .146 | .056 | .306 | .272 | .327 | .144 | .561\*\* |
| Sig. (2-tailed) | .122 | .033 | .077 | .183 |  | .370 | .369 | .827 | .609 | .441 | .767 | .101 | .146 | .077 | .447 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | .042 | -.099 | .056 | -.048 | .170 | 1 | .389\* | .527\*\* | .453\* | .326 | -.107 | .048 | .000 | .056 | -.168 | .430\* |
| Sig. (2-tailed) | .826 | .602 | .771 | .799 | .370 |  | .034 | .003 | .012 | .079 | .575 | .799 | 1.000 | .771 | .375 | .018 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | -.110 | -.177 | .021 | -.170 | .170 | .389\* | 1 | .494\*\* | .457\* | .568\*\* | -.140 | .064 | -.052 | .021 | -.221 | .401\* |
| Sig. (2-tailed) | .561 | .349 | .913 | .369 | .369 | .034 |  | .006 | .011 | .001 | .459 | .738 | .785 | .913 | .241 | .028 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | -.108 | -.055 | -.225 | -.042 | .042 | .527\*\* | .494\*\* | 1 | .694\*\* | .493\*\* | -.021 | -.167 | -.102 | -.225 | -.108 | .393\* |
| Sig. (2-tailed) | .569 | .774 | .232 | .827 | .827 | .003 | .006 |  | .000 | .006 | .912 | .379 | .591 | .232 | .569 | .032 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | .042 | -.004 | .151 | .024 | .097 | .453\* | .457\* | .694\*\* | 1 | .423\* | .054 | -.146 | -.060 | .151 | -.169 | .514\*\* |
| Sig. (2-tailed) | .825 | .985 | .424 | .898 | .609 | .012 | .011 | .000 |  | .020 | .778 | .441 | .754 | .424 | .373 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | .042 | -.281 | -.112 | -.024 | .146 | .326 | .568\*\* | .493\*\* | .423\* | 1 | .029 | .024 | -.179 | -.112 | -.295 | .350 |
| Sig. (2-tailed) | .825 | .132 | .557 | .898 | .441 | .079 | .001 | .006 | .020 |  | .880 | .898 | .344 | .557 | .113 | .058 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | .391\* | -.095 | .434\* | .367\* | .056 | -.107 | -.140 | -.021 | .054 | .029 | 1 | .339 | .069 | .434\* | .342 | .412\* |
| Sig. (2-tailed) | .032 | .618 | .016 | .046 | .767 | .575 | .459 | .912 | .778 | .880 |  | .067 | .716 | .016 | .064 | .024 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | .866\*\* | .024 | .327 | .111 | .306 | .048 | .064 | -.167 | -.146 | .024 | .339 | 1 | .000 | .327 | .289 | .449\* |
| Sig. (2-tailed) | .000 | .898 | .077 | .559 | .101 | .799 | .738 | .379 | .441 | .898 | .067 |  | 1.000 | .077 | .122 | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | Pearson Correlation | .141 | .656\*\* | .267 | .408\* | .272 | .000 | -.052 | -.102 | -.060 | -.179 | .069 | .000 | 1 | .267 | .283 | .403\* |
| Sig. (2-tailed) | .456 | .000 | .153 | .025 | .146 | 1.000 | .785 | .591 | .754 | .344 | .716 | 1.000 |  | .153 | .130 | .027 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.14 | Pearson Correlation | .472\*\* | .128 | 1.000\*\* | .355 | .327 | .056 | .021 | -.225 | .151 | -.112 | .434\* | .327 | .267 | 1 | .378\* | .612\*\* |
| Sig. (2-tailed) | .008 | .502 | .000 | .055 | .077 | .771 | .913 | .232 | .424 | .557 | .016 | .077 | .153 |  | .039 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.15 | Pearson Correlation | .350 | .337 | .378\* | .722\*\* | .144 | -.168 | -.221 | -.108 | -.169 | -.295 | .342 | .289 | .283 | .378\* | 1 | .415\* |
| Sig. (2-tailed) | .058 | .068 | .039 | .000 | .447 | .375 | .241 | .569 | .373 | .113 | .064 | .122 | .130 | .039 |  | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y\_Total | Pearson Correlation | .577\*\* | .317 | .612\*\* | .505\*\* | .561\*\* | .430\* | .401\* | .393\* | .514\*\* | .350 | .412\* | .449\* | .403\* | .612\*\* | .415\* | 1 |
| Sig. (2-tailed) | .001 | .088 | .000 | .004 | .001 | .018 | .028 | .032 | .004 | .058 | .024 | .013 | .027 | .000 | .023 |  |
| N | 30 | 30 | 30 | 30 | 30 | 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 7**

**Uji Validitas Variabel Pengembangan Sumber Daya Manusia (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 | X1.Total |
| X1.1 | Pearson Correlation | 1 | .129 | .327 | .184 | -.124 | .129 | .115 | -.071 | .000 | -.082 | .008 | .087 | .448\* | .451\* | .381\* |
| Sig. (2-tailed) |  | .498 | .078 | .331 | .515 | .498 | .544 | .708 | 1.000 | .667 | .965 | .646 | .013 | .012 | .038 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .129 | 1 | .157 | .130 | .545\*\* | .157 | .023 | .087 | .106 | -.009 | -.196 | .425\* | .081 | .549\*\* | .448\* |
| Sig. (2-tailed) | .498 |  | .408 | .492 | .002 | .408 | .902 | .648 | .576 | .962 | .300 | .019 | .670 | .002 | .013 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .327 | .157 | 1 | .224 | .313 | .518\*\* | .023 | -.260 | -.213 | -.190 | .113 | .213 | .197 | .338 | .369\* |
| Sig. (2-tailed) | .078 | .408 |  | .235 | .092 | .003 | .902 | .165 | .259 | .314 | .551 | .259 | .297 | .068 | .045 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .184 | .130 | .224 | 1 | .114 | .317 | .326 | .134 | .027 | .084 | .489\*\* | .110 | .293 | .458\* | .588\*\* |
| Sig. (2-tailed) | .331 | .492 | .235 |  | .550 | .088 | .079 | .479 | .886 | .659 | .006 | .564 | .116 | .011 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | -.124 | .545\*\* | .313 | .114 | 1 | .429\* | -.023 | .083 | -.170 | .096 | -.076 | .443\* | .108 | .386\* | .434\* |
| Sig. (2-tailed) | .515 | .002 | .092 | .550 |  | .018 | .906 | .661 | .368 | .615 | .690 | .014 | .571 | .035 | .017 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | .129 | .157 | .518\*\* | .317 | .429\* | 1 | .140 | .000 | -.319 | -.009 | .216 | .319 | .197 | .338 | .479\*\* |
| Sig. (2-tailed) | .498 | .408 | .003 | .088 | .018 |  | .459 | 1.000 | .086 | .962 | .251 | .086 | .297 | .068 | .007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | .115 | .023 | .023 | .326 | -.023 | .140 | 1 | .506\*\* | .310 | .404\* | .140 | .310 | .090 | .185 | .545\*\* |
| Sig. (2-tailed) | .544 | .902 | .902 | .079 | .906 | .459 |  | .004 | .096 | .027 | .461 | .096 | .636 | .329 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | -.071 | .087 | -.260 | .134 | .083 | .000 | .506\*\* | 1 | .536\*\* | .717\*\* | .074 | .383\* | -.083 | .152 | .533\*\* |
| Sig. (2-tailed) | .708 | .648 | .165 | .479 | .661 | 1.000 | .004 |  | .002 | .000 | .697 | .037 | .661 | .422 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | .000 | .106 | -.213 | .027 | -.170 | -.319 | .310 | .536\*\* | 1 | .479\*\* | -.030 | .063 | .034 | .093 | .320 |
| Sig. (2-tailed) | 1.000 | .576 | .259 | .886 | .368 | .086 | .096 | .002 |  | .007 | .874 | .743 | .858 | .624 | .085 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | -.082 | -.009 | -.190 | .084 | .096 | -.009 | .404\* | .717\*\* | .479\*\* | 1 | .023 | .319 | -.165 | .048 | .452\* |
| Sig. (2-tailed) | .667 | .962 | .314 | .659 | .615 | .962 | .027 | .000 | .007 |  | .903 | .085 | .382 | .803 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | .008 | -.196 | .113 | .489\*\* | -.076 | .216 | .140 | .074 | -.030 | .023 | 1 | .151 | .320 | .126 | .361 |
| Sig. (2-tailed) | .965 | .300 | .551 | .006 | .690 | .251 | .461 | .697 | .874 | .903 |  | .425 | .084 | .506 | .050 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | .087 | .425\* | .213 | .110 | .443\* | .319 | .310 | .383\* | .063 | .319 | .151 | 1 | .034 | .466\*\* | .639\*\* |
| Sig. (2-tailed) | .646 | .019 | .259 | .564 | .014 | .086 | .096 | .037 | .743 | .085 | .425 |  | .858 | .009 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | .448\* | .081 | .197 | .293 | .108 | .197 | .090 | -.083 | .034 | -.165 | .320 | .034 | 1 | .386\* | .418\* |
| Sig. (2-tailed) | .013 | .670 | .297 | .116 | .571 | .297 | .636 | .661 | .858 | .382 | .084 | .858 |  | .035 | .021 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | .451\* | .549\*\* | .338 | .458\* | .386\* | .338 | .185 | .152 | .093 | .048 | .126 | .466\*\* | .386\* | 1 | .727\*\* |
| Sig. (2-tailed) | .012 | .002 | .068 | .011 | .035 | .068 | .329 | .422 | .624 | .803 | .506 | .009 | .035 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.Total | Pearson Correlation | .381\* | .448\* | .369\* | .588\*\* | .434\* | .479\*\* | .545\*\* | .533\*\* | .320 | .452\* | .361 | .639\*\* | .418\* | .727\*\* | 1 |
| Sig. (2-tailed) | .038 | .013 | .045 | .001 | .017 | .007 | .002 | .002 | .085 | .012 | .050 | .000 | .021 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 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 8 Uji Validitas Variabel Kompensasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | |
|  | | X2.1 | | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 | X2\_Total |
| X2.1 | Pearson Correlation | | 1 | .000 | -.173 | .049 | .060 | -.183 | -.062 | .179 | .387\* | .344 | .475\*\* | .229 | .219 | .386\* | .193 | .445\* |
| Sig. (2-tailed) | |  | 1.000 | .361 | .799 | .753 | .333 | .745 | .344 | .035 | .063 | .008 | .223 | .245 | .035 | .306 | .014 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | | .000 | 1 | .670\*\* | .668\*\* | .749\*\* | .531\*\* | .399\* | .116 | -.272 | .148 | -.265 | -.030 | -.180 | -.095 | -.200 | .469\*\* |
| Sig. (2-tailed) | | 1.000 |  | .000 | .000 | .000 | .003 | .029 | .543 | .145 | .436 | .156 | .877 | .341 | .618 | .290 | .009 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | | -.173 | .670\*\* | 1 | .404\* | .668\*\* | .493\*\* | .445\* | .114 | -.290 | .000 | -.100 | -.097 | -.101 | -.093 | -.123 | .410\* |
| Sig. (2-tailed) | | .361 | .000 |  | .027 | .000 | .006 | .014 | .550 | .120 | 1.000 | .598 | .611 | .595 | .624 | .519 | .024 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | | .049 | .668\*\* | .404\* | 1 | .595\*\* | .675\*\* | .756\*\* | .202 | -.357 | .054 | -.103 | -.027 | -.066 | -.061 | -.218 | .522\*\* |
| Sig. (2-tailed) | | .799 | .000 | .027 |  | .001 | .000 | .000 | .285 | .053 | .775 | .587 | .887 | .728 | .749 | .247 | .003 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | | .060 | .749\*\* | .668\*\* | .595\*\* | 1 | .533\*\* | .481\*\* | .328 | -.364\* | .067 | -.406\* | -.134 | -.257 | -.156 | -.354 | .399\* |
| Sig. (2-tailed) | | .753 | .000 | .000 | .001 |  | .002 | .007 | .076 | .048 | .724 | .026 | .479 | .170 | .410 | .055 | .029 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | | -.183 | .531\*\* | .493\*\* | .675\*\* | .533\*\* | 1 | .694\*\* | .315 | -.292 | -.230 | -.278 | -.115 | -.140 | -.129 | -.340 | .364\* |
| Sig. (2-tailed) | | .333 | .003 | .006 | .000 | .002 |  | .000 | .090 | .118 | .221 | .136 | .545 | .460 | .496 | .066 | .048 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | | -.062 | .399\* | .445\* | .756\*\* | .481\*\* | .694\*\* | 1 | .122 | -.423\* | -.208 | -.108 | -.104 | -.126 | -.200 | -.394\* | .328 |
| Sig. (2-tailed) | | .745 | .029 | .014 | .000 | .007 | .000 |  | .521 | .020 | .271 | .571 | .585 | .506 | .289 | .031 | .076 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | | .179 | .116 | .114 | .202 | .328 | .315 | .122 | 1 | .173 | .150 | -.052 | .150 | .131 | .410\* | -.013 | .483\*\* |
| Sig. (2-tailed) | | .344 | .543 | .550 | .285 | .076 | .090 | .521 |  | .360 | .428 | .785 | .428 | .491 | .024 | .947 | .007 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | | .387\* | -.272 | -.290 | -.357 | -.364\* | -.292 | -.423\* | .173 | 1 | .443\* | .520\*\* | .354 | .662\*\* | .611\*\* | .636\*\* | .410\* |
| Sig. (2-tailed) | | .035 | .145 | .120 | .053 | .048 | .118 | .020 | .360 |  | .014 | .003 | .055 | .000 | .000 | .000 | .024 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | | .344 | .148 | .000 | .054 | .067 | -.230 | -.208 | .150 | .443\* | 1 | .372\* | .654\*\* | .568\*\* | .525\*\* | .325 | .597\*\* |
| Sig. (2-tailed) | | .063 | .436 | 1.000 | .775 | .724 | .221 | .271 | .428 | .014 |  | .043 | .000 | .001 | .003 | .080 | .001 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.11 | Pearson Correlation | | .475\*\* | -.265 | -.100 | -.103 | -.406\* | -.278 | -.108 | -.052 | .520\*\* | .372\* | 1 | .292 | .462\* | .362\* | .527\*\* | .407\* |
| Sig. (2-tailed) | | .008 | .156 | .598 | .587 | .026 | .136 | .571 | .785 | .003 | .043 |  | .117 | .010 | .049 | .003 | .026 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.12 | Pearson Correlation | | .229 | -.030 | -.097 | -.027 | -.134 | -.115 | -.104 | .150 | .354 | .654\*\* | .292 | 1 | .568\*\* | .432\* | .325 | .484\*\* |
| Sig. (2-tailed) | | .223 | .877 | .611 | .887 | .479 | .545 | .585 | .428 | .055 | .000 | .117 |  | .001 | .017 | .080 | .007 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.13 | Pearson Correlation | | .219 | -.180 | -.101 | -.066 | -.257 | -.140 | -.126 | .131 | .662\*\* | .568\*\* | .462\* | .568\*\* | 1 | .681\*\* | .621\*\* | .582\*\* |
| Sig. (2-tailed) | | .245 | .341 | .595 | .728 | .170 | .460 | .506 | .491 | .000 | .001 | .010 | .001 |  | .000 | .000 | .001 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.14 | Pearson Correlation | | .386\* | -.095 | -.093 | -.061 | -.156 | -.129 | -.200 | .410\* | .611\*\* | .525\*\* | .362\* | .432\* | .681\*\* | 1 | .573\*\* | .617\*\* |
| Sig. (2-tailed) | | .035 | .618 | .624 | .749 | .410 | .496 | .289 | .024 | .000 | .003 | .049 | .017 | .000 |  | .001 | .000 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.15 | Pearson Correlation | | .193 | -.200 | -.123 | -.218 | -.354 | -.340 | -.394\* | -.013 | .636\*\* | .325 | .527\*\* | .325 | .621\*\* | .573\*\* | 1 | .383\* |
| Sig. (2-tailed) | | .306 | .290 | .519 | .247 | .055 | .066 | .031 | .947 | .000 | .080 | .003 | .080 | .000 | .001 |  | .037 |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X2\_Total | Pearson Correlation | | .445\* | .469\*\* | .410\* | .522\*\* | .399\* | .364\* | .328 | .483\*\* | .410\* | .597\*\* | .407\* | .484\*\* | .582\*\* | .617\*\* | .383\* | 1 |
| Sig. (2-tailed) | | .014 | .009 | .024 | .003 | .029 | .048 | .076 | .007 | .024 | .001 | .026 | .007 | .001 | .000 | .037 |  |
| N | | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 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 9**

**Uji Validitas Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 | X3.Total |
| X3.1 | Pearson Correlation | 1 | .275 | .403\* | .165 | .297 | .357 | .324 | .236 | .057 | .063 | .307 | .186 | .201 | .152 | .644\*\* | .521\*\* | .567\*\* |
| Sig. (2-tailed) |  | .142 | .027 | .385 | .111 | .053 | .080 | .209 | .765 | .743 | .099 | .325 | .286 | .423 | .000 | .003 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .275 | 1 | .299 | .353 | .113 | .266 | .043 | .253 | .200 | .113 | .111 | .574\*\* | .246 | .219 | .442\* | .665\*\* | .581\*\* |
| Sig. (2-tailed) | .142 |  | .108 | .056 | .551 | .156 | .822 | .177 | .288 | .551 | .560 | .001 | .190 | .244 | .014 | .000 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .403\* | .299 | 1 | .237 | .485\*\* | .165 | .368\* | .236 | .121 | .016 | .289 | .395\* | .149 | .792\*\* | .299 | .422\* | .630\*\* |
| Sig. (2-tailed) | .027 | .108 |  | .208 | .007 | .385 | .045 | .209 | .523 | .935 | .121 | .031 | .432 | .000 | .108 | .020 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .165 | .353 | .237 | 1 | -.049 | .317 | .191 | .210 | .335 | -.049 | .272 | .165 | .412\* | .244 | .571\*\* | .244 | .515\*\* |
| Sig. (2-tailed) | .385 | .056 | .208 |  | .799 | .088 | .313 | .266 | .070 | .799 | .145 | .384 | .024 | .194 | .001 | .194 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .297 | .113 | .485\*\* | -.049 | 1 | .014 | .390\* | .074 | .265 | .088 | .021 | .412\* | .439\* | .432\* | .220 | .220 | .496\*\* |
| Sig. (2-tailed) | .111 | .551 | .007 | .799 |  | .942 | .033 | .697 | .157 | .644 | .914 | .024 | .015 | .017 | .243 | .243 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .357 | .266 | .165 | .317 | .014 | 1 | .326 | .553\*\* | .487\*\* | .430\* | .574\*\* | -.036 | .249 | .156 | .375\* | .266 | .617\*\* |
| Sig. (2-tailed) | .053 | .156 | .385 | .088 | .942 |  | .078 | .002 | .006 | .018 | .001 | .850 | .185 | .409 | .041 | .156 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .324 | .043 | .368\* | .191 | .390\* | .326 | 1 | .294 | .356 | .201 | .377\* | .178 | .120 | .241 | .241 | .142 | .550\*\* |
| Sig. (2-tailed) | .080 | .822 | .045 | .313 | .033 | .078 |  | .115 | .054 | .286 | .040 | .347 | .528 | .199 | .199 | .454 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .236 | .253 | .236 | .210 | .074 | .553\*\* | .294 | 1 | .372\* | .631\*\* | .524\*\* | .055 | .208 | .253 | .136 | .370\* | .606\*\* |
| Sig. (2-tailed) | .209 | .177 | .209 | .266 | .697 | .002 | .115 |  | .043 | .000 | .003 | .772 | .270 | .177 | .473 | .044 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | .057 | .200 | .121 | .335 | .265 | .487\*\* | .356 | .372\* | 1 | .265 | .442\* | .032 | .193 | .200 | .297 | .006 | .535\*\* |
| Sig. (2-tailed) | .765 | .288 | .523 | .070 | .157 | .006 | .054 | .043 |  | .157 | .015 | .866 | .306 | .288 | .111 | .973 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | .063 | .113 | .016 | -.049 | .088 | .430\* | .201 | .631\*\* | .265 | 1 | .407\* | -.115 | -.015 | .007 | .007 | .007 | .348 |
| Sig. (2-tailed) | .743 | .551 | .935 | .799 | .644 | .018 | .286 | .000 | .157 |  | .026 | .543 | .937 | .970 | .970 | .970 | .060 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.11 | Pearson Correlation | .307 | .111 | .289 | .272 | .021 | .574\*\* | .377\* | .524\*\* | .442\* | .407\* | 1 | .176 | .196 | .111 | .354 | .111 | .618\*\* |
| Sig. (2-tailed) | .099 | .560 | .121 | .145 | .914 | .001 | .040 | .003 | .015 | .026 |  | .352 | .299 | .560 | .055 | .560 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.12 | Pearson Correlation | .186 | .574\*\* | .395\* | .165 | .412\* | -.036 | .178 | .055 | .032 | -.115 | .176 | 1 | .208 | .337 | .416\* | .416\* | .519\*\* |
| Sig. (2-tailed) | .325 | .001 | .031 | .384 | .024 | .850 | .347 | .772 | .866 | .543 | .352 |  | .270 | .069 | .022 | .022 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.13 | Pearson Correlation | .201 | .246 | .149 | .412\* | .439\* | .249 | .120 | .208 | .193 | -.015 | .196 | .208 | 1 | .246 | .365\* | .365\* | .504\*\* |
| Sig. (2-tailed) | .286 | .190 | .432 | .024 | .015 | .185 | .528 | .270 | .306 | .937 | .299 | .270 |  | .190 | .047 | .047 | .005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.14 | Pearson Correlation | .152 | .219 | .792\*\* | .244 | .432\* | .156 | .241 | .253 | .200 | .007 | .111 | .337 | .246 | 1 | .108 | .331 | .533\*\* |
| Sig. (2-tailed) | .423 | .244 | .000 | .194 | .017 | .409 | .199 | .177 | .288 | .970 | .560 | .069 | .190 |  | .571 | .074 | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.15 | Pearson Correlation | .644\*\* | .442\* | .299 | .571\*\* | .220 | .375\* | .241 | .136 | .297 | .007 | .354 | .416\* | .365\* | .108 | 1 | .331 | .652\*\* |
| Sig. (2-tailed) | .000 | .014 | .108 | .001 | .243 | .041 | .199 | .473 | .111 | .970 | .055 | .022 | .047 | .571 |  | .074 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.16 | Pearson Correlation | .521\*\* | .665\*\* | .422\* | .244 | .220 | .266 | .142 | .370\* | .006 | .007 | .111 | .416\* | .365\* | .331 | .331 | 1 | .593\*\* |
| Sig. (2-tailed) | .003 | .000 | .020 | .194 | .243 | .156 | .454 | .044 | .973 | .970 | .560 | .022 | .047 | .074 | .074 |  | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.Total | Pearson Correlation | .567\*\* | .581\*\* | .630\*\* | .515\*\* | .496\*\* | .617\*\* | .550\*\* | .606\*\* | .535\*\* | .348 | .618\*\* | .519\*\* | .504\*\* | .533\*\* | .652\*\* | .593\*\* | 1 |
| Sig. (2-tailed) | .001 | .001 | .000 | .004 | .005 | .000 | .002 | .000 | .002 | .060 | .000 | .003 | .005 | .002 | .000 | .001 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 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**

**Uji Reliabilitas Variabel Kepuasan Kerja (Y)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .847 | .847 | 15 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Inter-Item Correlation Matrix** | | | | | | | | | | | | | | | | |
|  | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 |
| Y.1 | 1.000 | .233 | .174 | .203 | .476 | .261 | .293 | .427 | .170 | .205 | .353 | .683 | .364 | .232 | .429 |
| Y.2 | .233 | 1.000 | .117 | .492 | .558 | .363 | .117 | .048 | -.089 | .273 | .106 | .233 | .315 | .015 | .180 |
| Y.3 | .174 | .117 | 1.000 | .350 | .397 | .412 | .196 | .044 | .055 | .112 | .259 | .056 | .169 | .530 | .229 |
| Y.4 | .203 | .492 | .350 | 1.000 | .502 | .420 | -.016 | .060 | -.174 | .135 | -.004 | .203 | .396 | .152 | .197 |
| Y.5 | .476 | .558 | .397 | .502 | 1.000 | .230 | .397 | .068 | .226 | .153 | .282 | .230 | .450 | .312 | .355 |
| Y.6 | .261 | .363 | .412 | .420 | .230 | 1.000 | .293 | .039 | .048 | .418 | .107 | .366 | .257 | .232 | .090 |
| Y.7 | .293 | .117 | .196 | -.016 | .397 | .293 | 1.000 | .153 | .464 | .590 | .259 | .412 | .169 | .261 | .102 |
| Y.8 | .427 | .048 | .044 | .060 | .068 | .039 | .153 | 1.000 | .468 | .371 | .181 | .524 | .414 | .198 | .353 |
| Y.9 | .170 | -.089 | .055 | -.174 | .226 | .048 | .464 | .468 | 1.000 | .341 | .367 | .291 | .270 | .247 | .310 |
| Y.10 | .205 | .273 | .112 | .135 | .153 | .418 | .590 | .371 | .341 | 1.000 | .276 | .312 | .302 | .285 | .238 |
| Y.11 | .353 | .106 | .259 | -.004 | .282 | .107 | .259 | .181 | .367 | .276 | 1.000 | .230 | .325 | .591 | .618 |
| Y.12 | .683 | .233 | .056 | .203 | .230 | .366 | .412 | .524 | .291 | .312 | .230 | 1.000 | .257 | .232 | .316 |
| Y.13 | .364 | .315 | .169 | .396 | .450 | .257 | .169 | .414 | .270 | .302 | .325 | .257 | 1.000 | .219 | .504 |
| Y.14 | .232 | .015 | .530 | .152 | .312 | .232 | .261 | .198 | .247 | .285 | .591 | .232 | .219 | 1.000 | .396 |
| Y.15 | .429 | .180 | .229 | .197 | .355 | .090 | .102 | .353 | .310 | .238 | .618 | .316 | .504 | .396 | 1.000 |

**Lampiran 11**

**Uji Reliabilitas Variabel Pengembangan Sumber Daya Manusia (X1)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .837 | .836 | 14 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Inter-Item Correlation Matrix** | | | | | | | | | | | | | | | |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | X1.11 | X1.12 | X1.13 | X1.14 |
| X1.1 | 1.000 | .372 | .383 | .373 | .123 | .106 | .372 | .201 | .367 | .383 | -.127 | .214 | .208 | .106 |
| X1.2 | .372 | 1.000 | .361 | .405 | .538 | .191 | .191 | .233 | .262 | .197 | .130 | .415 | .336 | .602 |
| X1.3 | .383 | .361 | 1.000 | .222 | .341 | .295 | .295 | .029 | .248 | .085 | .097 | .399 | -.034 | .447 |
| X1.4 | .373 | .405 | .222 | 1.000 | .199 | .469 | .469 | .449 | .172 | .222 | .440 | .242 | .520 | .469 |
| X1.5 | .123 | .538 | .341 | .199 | 1.000 | .275 | -.020 | .334 | .167 | .341 | .187 | .640 | .263 | .569 |
| X1.6 | .106 | .191 | .295 | .469 | .275 | 1.000 | .364 | .288 | -.126 | .142 | .283 | .439 | -.057 | .492 |
| X1.7 | .372 | .191 | .295 | .469 | -.020 | .364 | 1.000 | .288 | .144 | .142 | .040 | .325 | .227 | .110 |
| X1.8 | .201 | .233 | .029 | .449 | .334 | .288 | .288 | 1.000 | .230 | .461 | .344 | .365 | .430 | .288 |
| X1.9 | .367 | .262 | .248 | .172 | .167 | -.126 | .144 | .230 | 1.000 | .411 | .043 | .129 | .408 | .144 |
| X1.10 | .383 | .197 | .085 | .222 | .341 | .142 | .142 | .461 | .411 | 1.000 | .097 | .127 | .136 | .142 |
| X1.11 | -.127 | .130 | .097 | .440 | .187 | .283 | .040 | .344 | .043 | .097 | 1.000 | .144 | .271 | .283 |
| X1.12 | .214 | .415 | .399 | .242 | .640 | .439 | .325 | .365 | .129 | .127 | .144 | 1.000 | .203 | .439 |
| X1.13 | .208 | .336 | -.034 | .520 | .263 | -.057 | .227 | .430 | .408 | .136 | .271 | .203 | 1.000 | .369 |
| X1.14 | .106 | .602 | .447 | .469 | .569 | .492 | .110 | .288 | .144 | .142 | .283 | .439 | .369 | 1.000 |

**Lampiran 12**

**Uji Reliabilitas Variabel Kompensasi (X2)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .829 | .831 | 15 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Inter-Item Correlation Matrix** | | | | | | | | | | | | | | | | |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | X2.11 | X2.12 | X2.13 | X2.14 | X2.15 |
| X2.1 | 1.000 | .262 | .312 | -.050 | .562 | -.029 | .129 | .009 | .300 | .312 | .402 | .325 | .139 | .249 | .106 |
| X2.2 | .262 | 1.000 | .453 | .329 | .430 | .118 | .293 | .191 | .130 | .480 | .188 | .455 | .407 | .487 | .336 |
| X2.3 | .312 | .453 | 1.000 | .248 | .247 | .247 | .160 | -.013 | .304 | .449 | .351 | .425 | .109 | .275 | .385 |
| X2.4 | -.050 | .329 | .248 | 1.000 | .028 | .455 | .504 | .329 | .336 | .340 | .162 | .457 | .325 | .286 | .315 |
| X2.5 | .562 | .430 | .247 | .028 | 1.000 | .099 | .156 | .328 | .098 | .313 | -.035 | .028 | .071 | .351 | .155 |
| X2.6 | -.029 | .118 | .247 | .455 | .099 | 1.000 | .659 | .328 | .261 | .198 | .000 | .202 | -.174 | .231 | .336 |
| X2.7 | .129 | .293 | .160 | .504 | .156 | .659 | 1.000 | .439 | -.072 | .297 | .104 | .399 | .008 | .326 | .203 |
| X2.8 | .009 | .191 | -.013 | .329 | .328 | .328 | .439 | 1.000 | -.081 | .070 | -.058 | -.141 | .279 | .246 | .085 |
| X2.9 | .300 | .130 | .304 | .336 | .098 | .261 | -.072 | -.081 | 1.000 | .083 | .222 | .224 | .172 | .151 | .271 |
| X2.10 | .312 | .480 | .449 | .340 | .313 | .198 | .297 | .070 | .083 | 1.000 | .331 | .340 | .312 | .398 | .308 |
| X2.11 | .402 | .188 | .351 | .162 | -.035 | .000 | .104 | -.058 | .222 | .331 | 1.000 | .323 | .217 | .354 | .293 |
| X2.12 | .325 | .455 | .425 | .457 | .028 | .202 | .399 | -.141 | .224 | .340 | .323 | 1.000 | .325 | .506 | .184 |
| X2.13 | .139 | .407 | .109 | .325 | .071 | -.174 | .008 | .279 | .172 | .312 | .217 | .325 | 1.000 | .375 | .257 |
| X2.14 | .249 | .487 | .275 | .286 | .351 | .231 | .326 | .246 | .151 | .398 | .354 | .506 | .375 | 1.000 | .492 |
| X2.15 | .106 | .336 | .385 | .315 | .155 | .336 | .203 | .085 | .271 | .308 | .293 | .184 | .257 | .492 | 1.000 |

**Lampiran 13**

**Uji Reliabilitas Variabel Disiplin Kerja (X3)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 30 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |  |
| --- | --- | --- |
| **Reliability Statistics** | | |
| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
| .855 | .858 | 16 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Inter-Item Correlation Matrix** | | | | | | | | | | | | | | | | | |
|  | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 | X3.10 | X3.11 | X3.12 | X3.13 | X3.14 | X3.15 | X3.16 |
| X3.1 | 1.000 | .247 | .385 | .219 | .297 | .357 | .381 | .198 | .011 | .116 | .276 | .197 | .237 | .152 | .639 | .521 |
| X3.2 | .247 | 1.000 | .277 | .516 | .095 | .268 | .181 | .229 | .163 | .146 | .093 | .580 | .268 | .199 | .456 | .697 |
| X3.3 | .385 | .277 | 1.000 | .245 | .508 | .153 | .427 | .222 | .077 | .153 | .206 | .359 | .153 | .699 | .295 | .285 |
| X3.4 | .219 | .516 | .245 | 1.000 | -.021 | .345 | .161 | .202 | .349 | .022 | .247 | .265 | .452 | .286 | .606 | .286 |
| X3.5 | .297 | .095 | .508 | -.021 | 1.000 | .014 | .426 | .049 | .258 | .118 | .000 | .437 | .430 | .432 | .227 | .220 |
| X3.6 | .357 | .268 | .153 | .345 | .014 | 1.000 | .358 | .451 | .397 | .466 | .490 | .044 | .359 | .156 | .467 | .266 |
| X3.7 | .381 | .181 | .427 | .161 | .426 | .358 | 1.000 | .210 | .303 | .259 | .304 | .351 | .259 | .285 | .373 | .183 |
| X3.8 | .198 | .229 | .222 | .202 | .049 | .451 | .210 | 1.000 | .263 | .576 | .479 | .154 | .200 | .231 | .117 | .359 |
| X3.9 | .011 | .163 | .077 | .349 | .258 | .397 | .303 | .263 | 1.000 | .193 | .389 | .110 | .193 | .177 | .286 | -.031 |
| X3.10 | .116 | .146 | .153 | .022 | .118 | .466 | .259 | .576 | .193 | 1.000 | .408 | .044 | .146 | .156 | .167 | .156 |
| X3.11 | .276 | .093 | .206 | .247 | .000 | .490 | .304 | .479 | .389 | .408 | 1.000 | .251 | .163 | .083 | .306 | .083 |
| X3.12 | .197 | .580 | .359 | .265 | .437 | .044 | .351 | .154 | .110 | .044 | .251 | 1.000 | .208 | .358 | .410 | .442 |
| X3.13 | .237 | .268 | .153 | .452 | .430 | .359 | .259 | .200 | .193 | .146 | .163 | .208 | 1.000 | .266 | .467 | .375 |
| X3.14 | .152 | .199 | .699 | .286 | .432 | .156 | .285 | .231 | .177 | .156 | .083 | .358 | .266 | 1.000 | .136 | .331 |
| X3.15 | .639 | .456 | .295 | .606 | .227 | .467 | .373 | .117 | .286 | .167 | .306 | .410 | .467 | .136 | 1.000 | .341 |
| X3.16 | .521 | .697 | .285 | .286 | .220 | .266 | .183 | .359 | -.031 | .156 | .083 | .442 | .375 | .331 | .341 | 1.000 |

**Lampiran 14**

**Data Penelitian Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Kinerja Kepuasan Kerja (Y)** | | | | | | | | | | | | | | | |
| **Y. 1** | **Y. 2** | **Y. 3** | **Y. 4** | **Y. 5** | **Y. 6** | **Y. 7** | **Y. 8** | **Y. 9** | **Y. 10** | **Y. 11** | **Y. 12** | **Y. 13** | **Y. 14** | **Y. 15** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** |
| **2** | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **67** |
| **3** | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | **69** |
| **4** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **70** |
| **5** | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **68** |
| **6** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | **67** |
| **7** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **73** |
| **8** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **9** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | **69** |
| **10** | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | **67** |
| **11** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **12** | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | **67** |
| **13** | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **69** |
| **14** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **63** |
| **15** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **63** |
| **16** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **70** |
| **17** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **18** | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | **70** |
| **19** | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | **67** |
| **20** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **65** |
| **21** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | **69** |
| **22** | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **69** |
| **23** | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **67** |
| **24** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **62** |
| **25** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **63** |
| **26** | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | **63** |
| **27** | 4 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | **60** |
| **28** | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **63** |
| **29** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | **70** |
| **30** | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | **69** |
| **31** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **63** |
| **32** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | **65** |
| **33** | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | **63** |
| **34** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | **62** |
| **35** | 3 | 3 | 2 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 3 | 2 | 3 | 3 | 3 | **50** |
| **36** | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | **57** |
| **37** | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **64** |
| **38** | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **39** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | **69** |
| **40** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **64** |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **65** |
| **42** | 4 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | **55** |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **59** |
| **44** | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **63** |
| **45** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **74** |
| **46** | 5 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **61** |
| **47** | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 5 | 4 | **64** |

**Lampiran 15**

**Data Penelitian Variabel Pengembangan Sumber Daya Manusia (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Pengembangan Sumber Daya Manusia (X1)** | | | | | | | | | | | | | | |
| **X1. 1** | **X1. 2** | **X1. 3** | **X1. 4** | **X1. 5** | **X1. 6** | **X1. 7** | **X1. 8** | **X1. 9** | **X1. 10** | **X1. 11** | **X1. 12** | **X1. 13** | **X1. 14** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **70** |
| **2** | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | **54** |
| **3** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | **63** |
| **4** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | **62** |
| **5** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **65** |
| **6** | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **57** |
| **7** | 4 | 5 | 5 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | **61** |
| **8** | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | **57** |
| **9** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 5 | 4 | **60** |
| **10** | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | **62** |
| **11** | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **54** |
| **12** | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | **57** |
| **13** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **60** |
| **14** | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | **53** |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **58** |
| **16** | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | **66** |
| **17** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **18** | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | **64** |
| **19** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **60** |
| **20** | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | **56** |
| **21** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | **64** |
| **22** | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | **61** |
| **23** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **57** |
| **24** | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | **54** |
| **25** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **58** |
| **26** | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 2 | 3 | 2 | 4 | 3 | 5 | 4 | **53** |
| **27** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | **58** |
| **28** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **62** |
| **29** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | **59** |
| **30** | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 5 | 5 | **60** |
| **31** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | **60** |
| **32** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **56** |
| **33** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | **56** |
| **34** | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | **55** |
| **35** | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | **42** |
| **36** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | **51** |
| **37** | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **59** |
| **38** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **57** |
| **39** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **61** |
| **40** | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **58** |
| **41** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **42** | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | **48** |
| **43** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **58** |
| **44** | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | **62** |
| **45** | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | **62** |
| **46** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | **58** |
| **47** | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 5 | 5 | 4 | **60** |

**Lampiran 16**

**Data Penelitian Variabel Kompensasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Kompensasi (X2)** | | | | | | | | | | | | | | | |
| **X2. 1** | **X2. 2** | **X2. 3** | **X2. 4** | **X2. 5** | **X2. 6** | **X2. 7** | **X2. 8** | **X2. 9** | **X2. 10** | **X2. 11** | **X2. 12** | **X2. 13** | **X2. 14** | **X2. 15** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **75** |
| **2** | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | **63** |
| **3** | 3 | 5 | 5 | 5 | 3 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | **66** |
| **4** | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **65** |
| **5** | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | **63** |
| **6** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **62** |
| **7** | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | **69** |
| **8** | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | **62** |
| **9** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **10** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **63** |
| **11** | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | **60** |
| **12** | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **64** |
| **13** | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | **68** |
| **14** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | **64** |
| **15** | 5 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | **63** |
| **16** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **60** |
| **17** | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | **66** |
| **18** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | **69** |
| **19** | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | **67** |
| **20** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | **66** |
| **21** | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | **68** |
| **22** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | **67** |
| **23** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | **65** |
| **24** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **61** |
| **25** | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **26** | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | **53** |
| **27** | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | **59** |
| **28** | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | **64** |
| **29** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | **66** |
| **30** | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **70** |
| **31** | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **63** |
| **32** | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | **64** |
| **33** | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **57** |
| **34** | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | **65** |
| **35** | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 2 | 3 | 2 | 3 | 2 | 3 | 2 | **55** |
| **36** | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | **58** |
| **37** | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **62** |
| **38** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | **61** |
| **39** | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | **61** |
| **40** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **64** |
| **41** | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **60** |
| **42** | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | **54** |
| **43** | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | **60** |
| **44** | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **57** |
| **45** | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **67** |
| **46** | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **61** |
| **47** | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | **57** |

**Lampiran 17**

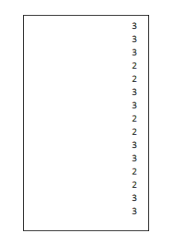
**Data Penelitian Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Disiplin Kerja (X3)** | | | | | | | | | | | | | | | | |
| **X3. 1** | **X3. 2** | **X3. 3** | **X3. 4** | **X3. 5** | **X3. 6** | **X3. 7** | **X3. 8** | **X3. 9** | **X3. 10** | **X3. 11** | **X3. 12** | **X3. 13** | **X3. 14** | **X3. 15** | **X3. 16** | **Total** |
| **1** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **80** |
| **2** | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 5 | **68** |
| **3** | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | **70** |
| **4** | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | **74** |
| **5** | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | **71** |
| **6** | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | **70** |
| **7** | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | **77** |
| **8** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | **62** |
| **9** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | **72** |
| **10** | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | **66** |
| **11** | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **64** |
| **12** | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 5 | 4 | 4 | 5 | **70** |
| **13** | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | **73** |
| **14** | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | **62** |
| **15** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | **61** |
| **16** | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | **64** |
| **17** | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | **63** |
| **18** | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | **72** |
| **19** | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | **72** |
| **20** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | **69** |
| **21** | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | **68** |
| **22** | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | **73** |
| **23** | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **68** |
| **24** | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 4 | 3 | 4 | 3 | **60** |
| **25** | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | **64** |
| **26** | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 4 | **59** |
| **27** | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 5 | **63** |
| **28** | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **70** |
| **29** | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | **73** |
| **30** | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | **71** |
| **31** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | **67** |
| **32** | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **66** |
| **33** | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | **67** |
| **34** | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | **66** |
| **35** | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 3 | **55** |
| **36** | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 3 | 3 | 3 | 3 | **58** |
| **37** | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | **70** |
| **38** | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | **74** |
| **39** | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | **68** |
| **40** | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | **76** |
| **41** | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | **67** |
| **42** | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | **57** |
| **43** | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | **62** |
| **44** | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | **68** |
| **45** | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | **76** |
| **46** | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | **65** |
| **47** | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | **74** |

**Lampiran 18**

**Cara merubah Data Ordinal ke Data Interval dengan menggunakan prosedur MSI dengan Excel**

Bagaimana cara mengubah data ordinal menjadi data interval dengan menggunakan bantuan Excel? Untuk mengubah data ordinal menjadi data interval dengan menggunakan Excel kita dapat lakukan dengan cara sebagai berikut. Karena tidak semua program Excel mempunyai program tambahan penghitungan MSI; maka carilah dulu program tambahan ini yang dapat di cari di Internet, melalui Google Search. Nama filenya ialah stat97.xla. Kalau sudah ketemu, lakukan langkah berikutnya, yaitu mengubah data ordinal ke data interval. Sebagai contoh kita mempunyai nilai berskala ordinal seperti di bawah ini:



Ketikkan dalam Excel data diatas; atau kita dapat mengkopi dari SPSS secara langsung ke Excel.

**Cara mengubah data tersebut dapat dilakukan dengan cara sebagai berikut:**

• Buka excel

• Klik file stat97.xla > klik Enable Macro

• Masukkan data yang akan diubah. Dapat diketikkan atau kopi (dengan menggunakan perintah Copy - Paste) dari word atau SPSS di kolom A baris 1

• Pilih Add In >Statistics>Successive Interval

• Pilih Yes

• Pada saat kursor di Data Range Blok data yang ada sampai selesai, misalnya 15 data 89

• Kemudian pindah ke Cell Output.

• Klik di kolom baru untuk membuat output, misalny di kolom B baris 1

• Tekan Next

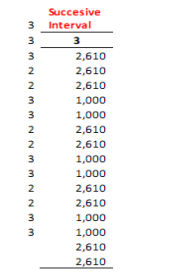
• Pilih Select all

• Isikan minimum value 1 dan maksimum value 9 (atau sesuai dengan jarak nilai terendah sampai dengan teratas)

• Tekan Next

• Tekan Finish

**Keluaran akan menjadi seperti di bawah ini:**

****

**Lampiran 19**

**Tabulasi Data MSI Penelitian Responden Variabel Kepuasan Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Y.11** | **Y.12** | **Y.13** | **Y.14** | **Y.15** |  |
| 4.080 | 3.917 | 4.395 | 4.078 | 4.179 | 3.844 | 3.866 | 4.517 | 3.845 | 3.844 | 4.165 | 4.179 | 4.050 | 3.955 | 4.562 | 61.476 |
| 4.080 | 2.465 | 4.395 | 2.582 | 4.179 | 2.406 | 2.434 | 3.096 | 2.423 | 3.844 | 4.165 | 4.179 | 2.563 | 3.955 | 2.964 | 49.731 |
| 4.080 | 3.917 | 4.395 | 4.078 | 2.655 | 2.406 | 1.000 | 4.517 | 3.845 | 2.406 | 4.165 | 2.708 | 4.050 | 3.955 | 4.562 | 52.740 |
| 4.080 | 3.917 | 4.395 | 4.078 | 4.179 | 3.844 | 2.434 | 3.096 | 3.845 | 3.844 | 2.652 | 2.708 | 4.050 | 3.955 | 2.964 | 54.041 |
| 4.080 | 2.465 | 4.395 | 4.078 | 4.179 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 4.165 | 4.179 | 2.563 | 3.955 | 4.562 | 51.387 |
| 4.080 | 2.465 | 4.395 | 2.582 | 4.179 | 3.844 | 2.434 | 3.096 | 2.423 | 2.406 | 4.165 | 4.179 | 2.563 | 3.955 | 2.964 | 49.731 |
| 4.080 | 3.917 | 4.395 | 2.582 | 4.179 | 3.844 | 3.866 | 4.517 | 3.845 | 3.844 | 4.165 | 4.179 | 4.050 | 3.955 | 2.964 | 58.382 |
| 2.555 | 3.917 | 2.891 | 2.582 | 2.655 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 40.748 |
| 4.080 | 2.465 | 4.395 | 2.582 | 4.179 | 3.844 | 3.866 | 3.096 | 3.845 | 3.844 | 2.652 | 4.179 | 2.563 | 3.955 | 2.964 | 52.509 |
| 2.555 | 3.917 | 2.891 | 4.078 | 4.179 | 3.844 | 2.434 | 4.517 | 2.423 | 2.406 | 2.652 | 2.708 | 4.050 | 2.495 | 4.562 | 49.712 |
| 2.555 | 2.465 | 2.891 | 2.582 | 4.179 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 40.820 |
| 2.555 | 1.000 | 4.395 | 4.078 | 2.655 | 3.844 | 3.866 | 3.096 | 2.423 | 3.844 | 4.165 | 2.708 | 4.050 | 3.955 | 2.964 | 49.598 |
| 4.080 | 2.465 | 2.891 | 4.078 | 4.179 | 3.844 | 2.434 | 4.517 | 3.845 | 3.844 | 4.165 | 4.179 | 2.563 | 2.495 | 2.964 | 52.543 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 2.406 | 3.866 | 4.517 | 2.423 | 3.844 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 43.587 |
| 4.080 | 2.465 | 2.891 | 2.582 | 2.655 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 4.179 | 4.050 | 2.495 | 2.964 | 43.781 |
| 4.080 | 3.917 | 4.395 | 4.078 | 4.179 | 3.844 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 4.179 | 4.050 | 3.955 | 4.562 | 54.250 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 3.844 | 3.866 | 4.517 | 3.845 | 2.406 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 45.009 |
| 4.080 | 3.917 | 2.891 | 4.078 | 4.179 | 2.406 | 3.866 | 3.096 | 2.423 | 3.844 | 4.165 | 4.179 | 4.050 | 2.495 | 4.562 | 54.231 |
| 4.080 | 2.465 | 4.395 | 2.582 | 2.655 | 3.844 | 2.434 | 3.096 | 2.423 | 2.406 | 4.165 | 4.179 | 2.563 | 3.955 | 4.562 | 49.804 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 3.844 | 3.866 | 4.517 | 3.845 | 3.844 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 46.446 |
| 4.080 | 3.917 | 2.891 | 2.582 | 4.179 | 3.844 | 3.866 | 4.517 | 2.423 | 3.844 | 2.652 | 4.179 | 4.050 | 2.495 | 2.964 | 52.484 |
| 4.080 | 2.465 | 4.395 | 4.078 | 4.179 | 2.406 | 3.866 | 3.096 | 2.423 | 3.844 | 2.652 | 4.179 | 2.563 | 3.955 | 4.562 | 52.743 |
| 2.555 | 3.917 | 4.395 | 2.582 | 4.179 | 2.406 | 3.866 | 3.096 | 3.845 | 2.406 | 2.652 | 2.708 | 4.050 | 3.955 | 2.964 | 49.577 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 3.844 | 2.434 | 3.096 | 2.423 | 3.844 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 42.171 |
| 4.080 | 2.465 | 2.891 | 2.582 | 2.655 | 2.406 | 2.434 | 3.096 | 2.423 | 3.844 | 2.652 | 4.179 | 2.563 | 2.495 | 2.964 | 43.730 |
| 4.080 | 3.917 | 4.395 | 4.078 | 2.655 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 4.165 | 4.179 | 4.050 | 3.955 | 4.562 | 45.036 |
| 2.555 | 3.917 | 2.891 | 2.582 | 4.179 | 2.406 | 1.000 | 1.841 | 1.000 | 2.406 | 2.652 | 2.708 | 4.050 | 2.495 | 2.964 | 39.647 |
| 4.080 | 2.465 | 2.891 | 2.582 | 2.655 | 3.844 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 4.179 | 2.563 | 2.495 | 2.964 | 43.730 |
| 4.080 | 3.917 | 4.395 | 4.078 | 4.179 | 3.844 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 4.179 | 4.050 | 3.955 | 4.562 | 54.250 |
| 4.080 | 3.917 | 4.395 | 2.582 | 4.179 | 3.844 | 3.866 | 3.096 | 2.423 | 2.406 | 2.652 | 4.179 | 4.050 | 3.955 | 2.964 | 52.589 |
| 2.555 | 3.917 | 2.891 | 2.582 | 4.179 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 2.708 | 4.050 | 2.495 | 2.964 | 43.760 |
| 2.555 | 3.917 | 2.891 | 4.078 | 2.655 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 4.165 | 2.708 | 4.050 | 2.495 | 4.562 | 46.842 |
| 4.080 | 2.465 | 2.891 | 2.582 | 4.179 | 2.406 | 2.434 | 3.096 | 1.000 | 3.844 | 2.652 | 4.179 | 2.563 | 2.495 | 2.964 | 43.831 |
| 2.555 | 2.465 | 2.891 | 2.582 | 4.179 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 4.165 | 2.708 | 2.563 | 2.495 | 2.964 | 42.333 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.406 | 2.434 | 3.096 | 3.845 | 3.844 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 25.624 |
| 2.555 | 1.000 | 1.538 | 1.000 | 2.655 | 3.844 | 3.866 | 4.517 | 3.845 | 2.406 | 1.000 | 1.538 | 1.000 | 1.000 | 2.964 | 34.727 |
| 4.080 | 2.465 | 2.891 | 2.582 | 2.655 | 3.844 | 2.434 | 3.096 | 2.423 | 3.844 | 2.652 | 4.179 | 2.563 | 2.495 | 2.964 | 45.168 |
| 4.080 | 2.465 | 2.891 | 2.582 | 2.655 | 3.844 | 3.866 | 4.517 | 2.423 | 2.406 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 45.113 |
| 4.080 | 3.917 | 2.891 | 2.582 | 2.655 | 2.406 | 2.434 | 4.517 | 3.845 | 3.844 | 4.165 | 4.179 | 4.050 | 2.495 | 4.562 | 52.623 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 2.406 | 3.866 | 4.517 | 3.845 | 3.844 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 45.009 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 2.406 | 3.866 | 4.517 | 3.845 | 3.844 | 4.165 | 2.708 | 2.563 | 2.495 | 2.964 | 46.522 |
| 2.555 | 2.465 | 2.891 | 1.000 | 4.179 | 1.000 | 2.434 | 1.841 | 1.000 | 1.000 | 2.652 | 2.708 | 2.563 | 1.000 | 2.964 | 32.253 |
| 2.555 | 2.465 | 2.891 | 2.582 | 2.655 | 2.406 | 2.434 | 1.841 | 2.423 | 2.406 | 2.652 | 2.708 | 2.563 | 2.495 | 2.964 | 38.041 |
| 2.555 | 2.465 | 2.891 | 4.078 | 4.179 | 2.406 | 2.434 | 3.096 | 2.423 | 2.406 | 2.652 | 2.708 | 2.563 | 2.495 | 4.562 | 43.914 |
| 4.080 | 3.917 | 4.395 | 4.078 | 2.655 | 3.844 | 3.866 | 4.517 | 3.845 | 3.844 | 4.165 | 4.179 | 4.050 | 3.955 | 4.562 | 59.952 |
| 4.080 | 2.465 | 2.891 | 2.582 | 4.179 | 1.000 | 1.000 | 3.096 | 2.423 | 2.406 | 2.652 | 4.179 | 2.563 | 2.495 | 2.964 | 40.977 |
| 4.080 | 3.917 | 4.395 | 2.582 | 2.655 | 2.406 | 2.434 | 1.841 | 1.000 | 1.000 | 4.165 | 4.179 | 4.050 | 3.955 | 2.964 | 45.624 |

**Lampiran 20**

**Tabulasi Data MSI Penelitian Responden Variabel Pengembangan SDM (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **X1.11** | **X1.12** | **X1.13** | **X1.14** |  |
| 3.557 | 4.475 | 3.866 | 3.682 | 4.517 | 4.608 | 4.254 | 4.763 | 3.889 | 4.956 | 3.635 | 3.684 | 4.078 | 3.895 | 57.860 |
| 2.227 | 4.475 | 2.434 | 1.000 | 3.022 | 3.040 | 2.669 | 2.040 | 2.452 | 2.330 | 2.295 | 2.309 | 2.582 | 2.454 | 35.328 |
| 3.557 | 3.031 | 3.866 | 3.682 | 3.022 | 4.608 | 4.254 | 3.338 | 2.452 | 3.605 | 3.635 | 2.309 | 2.582 | 3.895 | 47.837 |
| 2.227 | 4.475 | 3.866 | 2.336 | 4.517 | 3.040 | 2.669 | 3.338 | 3.889 | 3.605 | 2.295 | 3.684 | 2.582 | 3.895 | 46.417 |
| 3.557 | 4.475 | 3.866 | 2.336 | 4.517 | 3.040 | 2.669 | 3.338 | 3.889 | 3.605 | 3.635 | 3.684 | 4.078 | 3.895 | 50.584 |
| 2.227 | 3.031 | 2.434 | 1.000 | 3.022 | 3.040 | 4.254 | 3.338 | 2.452 | 3.605 | 2.295 | 3.684 | 2.582 | 2.454 | 39.417 |
| 2.227 | 4.475 | 3.866 | 1.000 | 4.517 | 4.608 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 3.684 | 4.078 | 2.454 | 45.267 |
| 3.557 | 3.031 | 2.434 | 1.000 | 3.022 | 3.040 | 2.669 | 3.338 | 3.889 | 4.956 | 1.000 | 2.309 | 2.582 | 2.454 | 39.281 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 4.254 | 4.763 | 3.889 | 2.330 | 3.635 | 2.309 | 4.078 | 2.454 | 43.801 |
| 3.557 | 3.031 | 3.866 | 2.336 | 3.022 | 4.608 | 4.254 | 3.338 | 3.889 | 3.605 | 2.295 | 3.684 | 2.582 | 2.454 | 46.521 |
| 3.557 | 3.031 | 2.434 | 1.000 | 3.022 | 3.040 | 1.000 | 3.338 | 2.452 | 2.330 | 2.295 | 2.309 | 2.582 | 2.454 | 34.844 |
| 1.000 | 4.475 | 2.434 | 2.336 | 4.517 | 3.040 | 2.669 | 4.763 | 3.889 | 3.605 | 1.000 | 2.309 | 1.000 | 2.454 | 39.491 |
| 2.227 | 3.031 | 2.434 | 2.336 | 4.517 | 4.608 | 2.669 | 3.338 | 2.452 | 3.605 | 3.635 | 3.684 | 2.582 | 2.454 | 43.572 |
| 1.000 | 3.031 | 2.434 | 2.336 | 4.517 | 3.040 | 2.669 | 2.040 | 2.452 | 3.605 | 2.295 | 1.000 | 2.582 | 1.000 | 34.001 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 3.889 | 3.605 | 3.635 | 2.309 | 2.582 | 2.454 | 40.570 |
| 3.557 | 4.475 | 2.434 | 3.682 | 4.517 | 4.608 | 4.254 | 4.763 | 2.452 | 3.605 | 2.295 | 3.684 | 4.078 | 3.895 | 52.300 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 4.254 | 3.338 | 2.452 | 3.605 | 2.295 | 2.309 | 2.582 | 2.454 | 39.378 |
| 2.227 | 4.475 | 2.434 | 2.336 | 4.517 | 4.608 | 2.669 | 4.763 | 2.452 | 4.956 | 3.635 | 3.684 | 2.582 | 3.895 | 49.233 |
| 2.227 | 3.031 | 2.434 | 2.336 | 4.517 | 3.040 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 3.684 | 4.078 | 3.895 | 43.600 |
| 1.000 | 1.757 | 2.434 | 2.336 | 1.659 | 3.040 | 2.669 | 4.763 | 3.889 | 4.956 | 3.635 | 2.309 | 2.582 | 1.000 | 38.029 |
| 3.557 | 3.031 | 2.434 | 3.682 | 3.022 | 3.040 | 4.254 | 4.763 | 3.889 | 4.956 | 3.635 | 2.309 | 4.078 | 2.454 | 49.105 |
| 2.227 | 3.031 | 3.866 | 3.682 | 4.517 | 4.608 | 2.669 | 3.338 | 1.000 | 3.605 | 3.635 | 3.684 | 2.582 | 2.454 | 44.898 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 3.605 | 3.635 | 2.309 | 2.582 | 2.454 | 39.133 |
| 3.557 | 3.031 | 2.434 | 1.000 | 3.022 | 1.538 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 2.309 | 2.582 | 1.000 | 34.832 |
| 2.227 | 3.031 | 1.000 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 3.889 | 3.605 | 3.635 | 2.309 | 4.078 | 2.454 | 40.632 |
| 3.557 | 3.031 | 3.866 | 2.336 | 3.022 | 4.608 | 1.000 | 1.000 | 1.000 | 1.000 | 2.295 | 1.000 | 4.078 | 2.454 | 34.247 |
| 2.227 | 4.475 | 2.434 | 3.682 | 3.022 | 3.040 | 2.669 | 2.040 | 2.452 | 2.330 | 3.635 | 3.684 | 2.582 | 2.454 | 40.725 |
| 3.557 | 4.475 | 2.434 | 3.682 | 3.022 | 3.040 | 2.669 | 3.338 | 3.889 | 3.605 | 2.295 | 2.309 | 4.078 | 3.895 | 46.287 |
| 2.227 | 3.031 | 3.866 | 2.336 | 4.517 | 4.608 | 2.669 | 2.040 | 2.452 | 2.330 | 3.635 | 2.309 | 4.078 | 2.454 | 42.551 |
| 3.557 | 3.031 | 3.866 | 3.682 | 3.022 | 3.040 | 2.669 | 2.040 | 2.452 | 2.330 | 3.635 | 2.309 | 4.078 | 3.895 | 43.605 |
| 3.557 | 3.031 | 3.866 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 2.330 | 2.295 | 3.684 | 4.078 | 3.895 | 43.591 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 2.309 | 2.582 | 2.454 | 37.793 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 2.330 | 2.295 | 3.684 | 2.582 | 2.454 | 37.892 |
| 2.227 | 1.757 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 2.330 | 2.295 | 3.684 | 2.582 | 2.454 | 36.618 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.669 | 3.338 | 2.452 | 2.330 | 1.000 | 1.000 | 1.000 | 1.000 | 20.788 |
| 1.000 | 1.757 | 1.000 | 1.000 | 3.022 | 3.040 | 2.669 | 4.763 | 3.889 | 4.956 | 1.000 | 1.000 | 1.000 | 1.000 | 31.096 |
| 2.227 | 3.031 | 3.866 | 2.336 | 4.517 | 4.608 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 2.309 | 2.582 | 2.454 | 42.288 |
| 2.227 | 3.031 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 3.684 | 2.582 | 2.454 | 39.168 |
| 3.557 | 4.475 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 4.763 | 2.452 | 3.605 | 2.295 | 3.684 | 2.582 | 3.895 | 44.808 |
| 3.557 | 4.475 | 3.866 | 1.000 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 2.309 | 2.582 | 2.454 | 40.663 |
| 2.227 | 4.475 | 2.434 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 3.605 | 2.295 | 2.309 | 2.582 | 2.454 | 39.237 |
| 1.000 | 3.031 | 1.000 | 2.336 | 1.659 | 3.040 | 1.000 | 2.040 | 1.000 | 3.605 | 2.295 | 1.000 | 2.582 | 1.000 | 26.588 |
| 3.557 | 4.475 | 2.434 | 3.682 | 3.022 | 3.040 | 2.669 | 3.338 | 2.452 | 2.330 | 2.295 | 2.309 | 2.582 | 2.454 | 40.639 |
| 3.557 | 4.475 | 3.866 | 3.682 | 4.517 | 4.608 | 2.669 | 3.338 | 2.452 | 2.330 | 3.635 | 2.309 | 2.582 | 2.454 | 46.474 |
| 3.557 | 3.031 | 3.866 | 3.682 | 3.022 | 3.040 | 4.254 | 4.763 | 3.889 | 4.956 | 1.000 | 2.309 | 2.582 | 2.454 | 46.406 |
| 3.557 | 3.031 | 3.866 | 2.336 | 3.022 | 3.040 | 2.669 | 3.338 | 1.000 | 2.330 | 1.000 | 3.684 | 4.078 | 3.895 | 40.845 |
| 3.557 | 4.475 | 3.866 | 3.682 | 4.517 | 4.608 | 1.000 | 2.040 | 1.000 | 3.605 | 1.000 | 3.684 | 4.078 | 2.454 | 43.567 |

**Lampiran 21**

**Tabulasi Data MSI Penelitian Responden Variabel Kompensasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2. 10** | **X2. 11** | **X2. 12** | **X2. 13** | **X2. 14** | **X2. 15** |  |
| 3.889 | 3.722 | 3.845 | 3.409 | 3.698 | 3.994 | 3.846 | 3.520 | 4.562 | 4.434 | 4.886 | 4.434 | 4.657 | 3.762 | 4.475 | 61.131 |
| 2.452 | 2.338 | 2.423 | 3.409 | 2.341 | 2.521 | 1.000 | 2.253 | 4.562 | 2.873 | 3.458 | 2.873 | 4.657 | 2.366 | 4.475 | 44.001 |
| 1.000 | 3.722 | 3.845 | 3.409 | 1.000 | 3.994 | 2.425 | 1.000 | 3.124 | 4.434 | 4.886 | 4.434 | 3.070 | 3.762 | 4.475 | 48.579 |
| 2.452 | 2.338 | 2.423 | 2.145 | 2.341 | 3.994 | 3.846 | 3.520 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 3.762 | 4.475 | 46.694 |
| 3.889 | 2.338 | 2.423 | 2.145 | 1.000 | 3.994 | 3.846 | 2.253 | 1.841 | 4.434 | 3.458 | 4.434 | 3.070 | 2.366 | 2.951 | 44.441 |
| 2.452 | 2.338 | 2.423 | 2.145 | 2.341 | 2.521 | 2.425 | 3.520 | 3.124 | 2.873 | 3.458 | 2.873 | 4.657 | 2.366 | 2.951 | 42.468 |
| 3.889 | 2.338 | 3.845 | 3.409 | 2.341 | 3.994 | 3.846 | 2.253 | 4.562 | 4.434 | 3.458 | 4.434 | 3.070 | 2.366 | 4.475 | 52.712 |
| 1.000 | 2.338 | 2.423 | 3.409 | 2.341 | 2.521 | 2.425 | 2.253 | 3.124 | 2.873 | 3.458 | 4.434 | 3.070 | 3.762 | 2.951 | 42.382 |
| 2.452 | 2.338 | 2.423 | 3.409 | 2.341 | 3.994 | 3.846 | 3.520 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 45.038 |
| 2.452 | 2.338 | 2.423 | 2.145 | 2.341 | 3.994 | 2.425 | 2.253 | 4.562 | 4.434 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 44.084 |
| 1.000 | 2.338 | 1.000 | 2.145 | 1.000 | 2.521 | 2.425 | 3.520 | 4.562 | 2.873 | 3.458 | 2.873 | 3.070 | 3.762 | 2.951 | 39.497 |
| 3.889 | 3.722 | 2.423 | 2.145 | 3.698 | 2.521 | 2.425 | 3.520 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 45.059 |
| 2.452 | 2.338 | 2.423 | 3.409 | 3.698 | 3.994 | 3.846 | 3.520 | 3.124 | 4.434 | 3.458 | 2.873 | 3.070 | 3.762 | 4.475 | 50.875 |
| 3.889 | 2.338 | 2.423 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 4.562 | 2.873 | 3.458 | 4.434 | 4.657 | 2.366 | 2.951 | 45.635 |
| 3.889 | 3.722 | 2.423 | 2.145 | 1.000 | 2.521 | 1.000 | 2.253 | 3.124 | 2.873 | 3.458 | 2.873 | 4.657 | 3.762 | 4.475 | 44.176 |
| 2.452 | 2.338 | 2.423 | 1.000 | 2.341 | 2.521 | 2.425 | 3.520 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 39.736 |
| 3.889 | 2.338 | 2.423 | 3.409 | 2.341 | 2.521 | 3.846 | 2.253 | 3.124 | 4.434 | 4.886 | 4.434 | 3.070 | 2.366 | 2.951 | 48.285 |
| 2.452 | 3.722 | 3.845 | 2.145 | 3.698 | 2.521 | 2.425 | 3.520 | 4.562 | 4.434 | 2.148 | 4.434 | 4.657 | 3.762 | 4.475 | 52.798 |
| 3.889 | 3.722 | 3.845 | 2.145 | 3.698 | 2.521 | 2.425 | 2.253 | 3.124 | 4.434 | 3.458 | 4.434 | 3.070 | 3.762 | 2.951 | 49.730 |
| 2.452 | 2.338 | 2.423 | 3.409 | 2.341 | 3.994 | 3.846 | 3.520 | 3.124 | 2.873 | 2.148 | 4.434 | 4.657 | 3.762 | 2.951 | 48.271 |
| 3.889 | 2.338 | 2.423 | 3.409 | 3.698 | 2.521 | 2.425 | 3.520 | 4.562 | 4.434 | 3.458 | 2.873 | 4.657 | 3.762 | 2.951 | 50.919 |
| 2.452 | 3.722 | 2.423 | 3.409 | 2.341 | 2.521 | 2.425 | 2.253 | 3.124 | 4.434 | 3.458 | 4.434 | 4.657 | 3.762 | 4.475 | 49.890 |
| 3.889 | 2.338 | 2.423 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 4.562 | 2.873 | 4.886 | 2.873 | 3.070 | 3.762 | 4.475 | 46.835 |
| 2.452 | 2.338 | 2.423 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 3.124 | 4.434 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 41.174 |
| 3.889 | 2.338 | 1.000 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 4.562 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 41.064 |
| 2.452 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.124 | 2.873 | 3.458 | 4.434 | 3.070 | 1.000 | 2.951 | 30.363 |
| 1.000 | 1.000 | 2.423 | 1.000 | 1.000 | 2.521 | 2.425 | 1.000 | 4.562 | 2.873 | 4.886 | 2.873 | 4.657 | 2.366 | 4.475 | 39.062 |
| 2.452 | 2.338 | 2.423 | 3.409 | 2.341 | 3.994 | 3.846 | 2.253 | 3.124 | 2.873 | 3.458 | 4.434 | 3.070 | 2.366 | 2.951 | 45.332 |
| 3.889 | 2.338 | 2.423 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 3.124 | 4.434 | 4.886 | 4.434 | 4.657 | 3.762 | 2.951 | 48.582 |
| 2.452 | 3.722 | 3.845 | 3.409 | 2.341 | 2.521 | 2.425 | 2.253 | 4.562 | 4.434 | 4.886 | 4.434 | 4.657 | 3.762 | 4.475 | 54.176 |
| 3.889 | 3.722 | 2.423 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 4.562 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 43.872 |
| 3.889 | 2.338 | 3.845 | 2.145 | 2.341 | 2.521 | 2.425 | 2.253 | 3.124 | 2.873 | 4.886 | 2.873 | 3.070 | 2.366 | 4.475 | 45.424 |
| 2.452 | 1.000 | 2.423 | 1.000 | 2.341 | 1.000 | 2.425 | 2.253 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 35.610 |
| 2.452 | 3.722 | 3.845 | 2.145 | 3.698 | 2.521 | 2.425 | 2.253 | 3.124 | 4.434 | 3.458 | 4.434 | 3.070 | 2.366 | 2.951 | 46.898 |
| 1.000 | 3.722 | 3.845 | 3.409 | 3.698 | 3.994 | 3.846 | 3.520 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 34.033 |
| 2.452 | 3.722 | 2.423 | 3.409 | 3.698 | 2.521 | 2.425 | 1.000 | 1.841 | 2.873 | 2.148 | 2.873 | 1.538 | 1.000 | 2.951 | 36.874 |
| 2.452 | 3.722 | 2.423 | 3.409 | 2.341 | 2.521 | 2.425 | 1.000 | 3.124 | 4.434 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 42.570 |
| 2.452 | 3.722 | 3.845 | 3.409 | 3.698 | 3.994 | 3.846 | 1.000 | 1.841 | 2.873 | 2.148 | 2.873 | 3.070 | 1.000 | 1.538 | 41.308 |
| 2.452 | 3.722 | 3.845 | 3.409 | 3.698 | 2.521 | 3.846 | 1.000 | 1.841 | 2.873 | 2.148 | 2.873 | 3.070 | 1.000 | 2.951 | 41.248 |
| 2.452 | 3.722 | 3.845 | 3.409 | 3.698 | 3.994 | 3.846 | 1.000 | 3.124 | 2.873 | 2.148 | 2.873 | 3.070 | 2.366 | 2.951 | 45.371 |
| 2.452 | 2.338 | 3.845 | 2.145 | 2.341 | 2.521 | 2.425 | 1.000 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 39.782 |
| 2.452 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.124 | 2.873 | 2.148 | 2.873 | 3.070 | 3.762 | 4.475 | 31.777 |
| 2.452 | 2.338 | 2.423 | 1.000 | 2.341 | 2.521 | 1.000 | 2.253 | 4.562 | 4.434 | 2.148 | 4.434 | 3.070 | 2.366 | 2.951 | 40.291 |
| 2.452 | 2.338 | 2.423 | 1.000 | 2.341 | 2.521 | 1.000 | 2.253 | 3.124 | 2.873 | 2.148 | 2.873 | 3.070 | 2.366 | 2.951 | 35.733 |
| 2.452 | 3.722 | 3.845 | 3.409 | 3.698 | 3.994 | 2.425 | 3.520 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 4.475 | 49.304 |
| 2.452 | 3.722 | 3.845 | 2.145 | 2.341 | 2.521 | 2.425 | 1.000 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 2.366 | 2.951 | 41.167 |
| 2.452 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.425 | 2.253 | 3.124 | 2.873 | 3.458 | 2.873 | 3.070 | 3.762 | 4.475 | 35.766 |

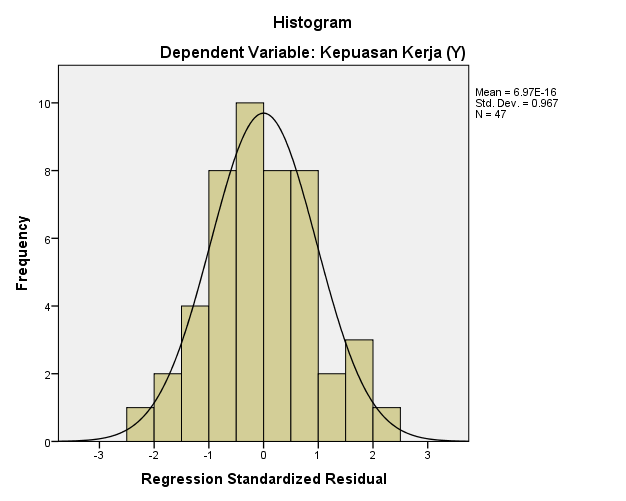
**Lampiran 22**

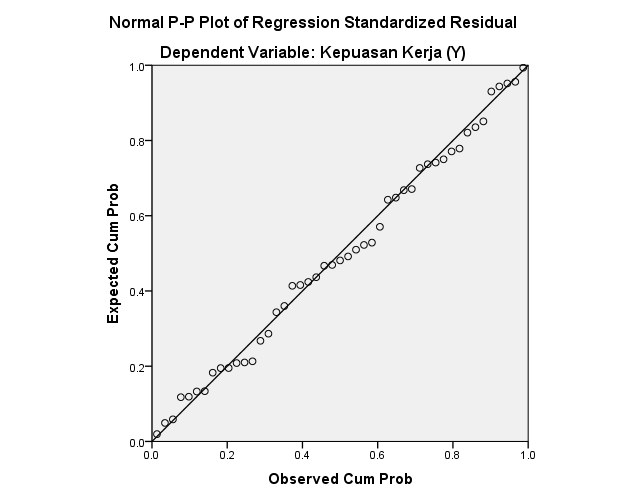
**Tabulasi Data MSI Penelitian Responden Variabel Disiplin Kerja (X3)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| **X3.1** | **X3.2** | **X3.3** | **X3.4** | **X3.5** | **X3.6** | **X3.7** | **X3.8** | **X3.9** | **X3. 10** | **X3. 11** | **X3. 12** | **X3. 13** | **X3. 14** | **X3. 15** | **X3. 16** |  |
| 4.206 | 3.827 | 4.122 | 3.844 | 3.866 | 4.293 | 4.562 | 4.324 | 4.475 | 3.994 | 3.484 | 3.474 | 4.035 | 3.995 | 3.949 | 3.995 | 64.443 |
| 4.206 | 2.405 | 2.611 | 2.406 | 3.866 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 1.000 | 2.225 | 4.035 | 2.524 | 3.949 | 3.995 | 47.405 |
| 2.682 | 3.827 | 2.611 | 3.844 | 2.434 | 2.741 | 4.562 | 2.730 | 3.031 | 2.521 | 1.000 | 3.474 | 4.035 | 3.995 | 2.492 | 3.995 | 49.973 |
| 4.206 | 2.405 | 4.122 | 2.406 | 3.866 | 4.293 | 3.158 | 4.324 | 3.031 | 3.994 | 3.484 | 2.225 | 4.035 | 3.995 | 2.492 | 3.995 | 56.031 |
| 4.206 | 3.827 | 4.122 | 3.844 | 2.434 | 2.741 | 3.158 | 2.730 | 1.757 | 2.521 | 2.222 | 3.474 | 2.553 | 3.995 | 3.949 | 3.995 | 51.528 |
| 4.206 | 3.827 | 4.122 | 2.406 | 3.866 | 2.741 | 4.562 | 2.730 | 3.031 | 2.521 | 1.000 | 2.225 | 2.553 | 3.995 | 2.492 | 3.995 | 50.271 |
| 4.206 | 3.827 | 4.122 | 3.844 | 2.434 | 4.293 | 4.562 | 4.324 | 4.475 | 2.521 | 3.484 | 3.474 | 2.553 | 3.995 | 3.949 | 3.995 | 60.056 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 1.000 | 1.000 | 2.225 | 2.553 | 2.524 | 2.492 | 2.524 | 38.518 |
| 2.682 | 3.827 | 2.611 | 3.844 | 2.434 | 4.293 | 3.158 | 2.730 | 4.475 | 3.994 | 3.484 | 3.474 | 2.553 | 2.524 | 3.949 | 2.524 | 52.556 |
| 4.206 | 2.405 | 2.611 | 3.844 | 1.000 | 4.293 | 3.158 | 2.730 | 3.031 | 2.521 | 2.222 | 1.000 | 2.553 | 2.524 | 3.949 | 2.524 | 44.572 |
| 4.206 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 2.222 | 1.000 | 2.553 | 2.524 | 2.492 | 2.524 | 41.560 |
| 2.682 | 3.827 | 2.611 | 3.844 | 2.434 | 4.293 | 3.158 | 4.324 | 3.031 | 3.994 | 2.222 | 1.000 | 4.035 | 2.524 | 2.492 | 3.995 | 50.466 |
| 4.206 | 3.827 | 2.611 | 2.406 | 3.866 | 4.293 | 4.562 | 2.730 | 4.475 | 2.521 | 2.222 | 3.474 | 2.553 | 2.524 | 3.949 | 3.995 | 54.213 |
| 2.682 | 2.405 | 2.611 | 1.000 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 3.994 | 2.222 | 2.225 | 1.000 | 2.524 | 1.000 | 2.524 | 38.282 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 3.158 | 1.000 | 3.031 | 2.521 | 1.000 | 1.000 | 2.553 | 2.524 | 2.492 | 2.524 | 37.084 |
| 2.682 | 2.405 | 2.611 | 3.844 | 2.434 | 2.741 | 1.914 | 2.730 | 4.475 | 2.521 | 1.000 | 1.000 | 2.553 | 3.995 | 2.492 | 2.524 | 41.921 |
| 2.682 | 2.405 | 2.611 | 2.406 | 1.000 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 3.484 | 1.000 | 2.553 | 2.524 | 2.492 | 2.524 | 39.864 |
| 4.206 | 2.405 | 2.611 | 3.844 | 3.866 | 2.741 | 4.562 | 2.730 | 3.031 | 2.521 | 3.484 | 3.474 | 4.035 | 2.524 | 3.949 | 2.524 | 52.508 |
| 4.206 | 3.827 | 2.611 | 3.844 | 2.434 | 2.741 | 3.158 | 4.324 | 4.475 | 3.994 | 2.222 | 2.225 | 2.553 | 2.524 | 3.949 | 3.995 | 53.082 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 4.562 | 4.324 | 4.475 | 3.994 | 3.484 | 2.225 | 2.553 | 2.524 | 2.492 | 2.524 | 48.436 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 4.293 | 3.158 | 4.324 | 3.031 | 3.994 | 2.222 | 2.225 | 2.553 | 3.995 | 2.492 | 2.524 | 47.349 |
| 4.206 | 3.827 | 2.611 | 3.844 | 2.434 | 4.293 | 3.158 | 2.730 | 4.475 | 2.521 | 3.484 | 2.225 | 4.035 | 2.524 | 3.949 | 3.995 | 54.311 |
| 2.682 | 2.405 | 2.611 | 2.406 | 3.866 | 2.741 | 3.158 | 2.730 | 4.475 | 2.521 | 2.222 | 2.225 | 4.035 | 3.995 | 2.492 | 2.524 | 47.089 |
| 2.682 | 2.405 | 1.000 | 2.406 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 3.994 | 1.000 | 1.000 | 2.553 | 1.000 | 2.492 | 1.000 | 35.627 |
| 2.682 | 1.000 | 2.611 | 3.844 | 2.434 | 2.741 | 4.562 | 2.730 | 3.031 | 2.521 | 2.222 | 1.000 | 2.553 | 2.524 | 2.492 | 2.524 | 41.471 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 1.000 | 1.914 | 1.000 | 1.757 | 1.000 | 1.000 | 3.474 | 2.553 | 2.524 | 2.492 | 2.524 | 33.777 |
| 2.682 | 3.827 | 2.611 | 2.406 | 2.434 | 1.000 | 1.914 | 2.730 | 1.757 | 2.521 | 1.000 | 3.474 | 2.553 | 2.524 | 2.492 | 3.995 | 39.920 |
| 2.682 | 2.405 | 4.122 | 3.844 | 3.866 | 2.741 | 4.562 | 2.730 | 4.475 | 2.521 | 2.222 | 2.225 | 2.553 | 3.995 | 2.492 | 2.524 | 49.958 |
| 2.682 | 3.827 | 4.122 | 3.844 | 3.866 | 2.741 | 3.158 | 2.730 | 4.475 | 2.521 | 2.222 | 3.474 | 4.035 | 3.995 | 3.949 | 2.524 | 54.165 |
| 4.206 | 2.405 | 4.122 | 2.406 | 3.866 | 2.741 | 4.562 | 2.730 | 3.031 | 3.994 | 2.222 | 2.225 | 2.553 | 3.995 | 3.949 | 2.524 | 51.531 |
| 2.682 | 2.405 | 2.611 | 3.844 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 2.222 | 3.474 | 4.035 | 2.524 | 2.492 | 2.524 | 45.429 |
| 2.682 | 2.405 | 2.611 | 3.844 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 3.484 | 2.225 | 2.553 | 2.524 | 2.492 | 2.524 | 43.960 |
| 2.682 | 3.827 | 2.611 | 2.406 | 3.866 | 2.741 | 3.158 | 4.324 | 3.031 | 2.521 | 2.222 | 2.225 | 2.553 | 2.524 | 2.492 | 2.524 | 45.707 |
| 2.682 | 3.827 | 2.611 | 2.406 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 2.222 | 2.225 | 2.553 | 2.524 | 2.492 | 3.995 | 44.153 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 3.484 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 27.666 |
| 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 4.293 | 3.158 | 4.324 | 3.031 | 3.994 | 3.484 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 32.284 |
| 2.682 | 3.827 | 4.122 | 3.844 | 2.434 | 2.741 | 3.158 | 2.730 | 4.475 | 2.521 | 3.484 | 2.225 | 2.553 | 2.524 | 2.492 | 3.995 | 49.806 |
| 2.682 | 3.827 | 4.122 | 3.844 | 3.866 | 4.293 | 4.562 | 2.730 | 4.475 | 2.521 | 3.484 | 2.225 | 4.035 | 2.524 | 2.492 | 3.995 | 55.675 |
| 2.682 | 2.405 | 2.611 | 2.406 | 3.866 | 4.293 | 3.158 | 4.324 | 3.031 | 3.994 | 2.222 | 2.225 | 2.553 | 2.524 | 2.492 | 2.524 | 47.310 |
| 4.206 | 3.827 | 4.122 | 3.844 | 3.866 | 4.293 | 4.562 | 2.730 | 4.475 | 3.994 | 2.222 | 2.225 | 4.035 | 2.524 | 3.949 | 3.995 | 58.868 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 4.562 | 2.730 | 4.475 | 2.521 | 3.484 | 2.225 | 2.553 | 2.524 | 2.492 | 2.524 | 45.370 |
| 2.682 | 1.000 | 2.611 | 2.406 | 2.434 | 2.741 | 1.914 | 1.000 | 3.031 | 1.000 | 1.000 | 1.000 | 2.553 | 2.524 | 1.000 | 2.524 | 31.421 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 1.000 | 2.730 | 1.000 | 2.521 | 2.222 | 2.225 | 4.035 | 3.995 | 2.492 | 2.524 | 40.024 |
| 2.682 | 2.405 | 4.122 | 3.844 | 3.866 | 2.741 | 1.914 | 2.730 | 3.031 | 1.000 | 2.222 | 3.474 | 4.035 | 3.995 | 2.492 | 2.524 | 47.077 |
| 4.206 | 2.405 | 4.122 | 2.406 | 3.866 | 4.293 | 4.562 | 2.730 | 4.475 | 3.994 | 3.484 | 3.474 | 4.035 | 3.995 | 3.949 | 2.524 | 58.520 |
| 2.682 | 2.405 | 2.611 | 2.406 | 2.434 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 2.222 | 2.225 | 2.553 | 3.995 | 2.492 | 2.524 | 42.731 |
| 4.206 | 3.827 | 4.122 | 3.844 | 3.866 | 2.741 | 3.158 | 2.730 | 3.031 | 2.521 | 2.222 | 3.474 | 4.035 | 3.995 | 3.949 | 3.995 | 55.716 |

**Lampiran 23**

**Uji Asumsi Klasik (Uji Normalitas)**





|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 47 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.15042539 |
| Most Extreme Differences | Absolute | .071 |
| Positive | .071 |
| Negative | -.049 |
| Test Statistic | | .071 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

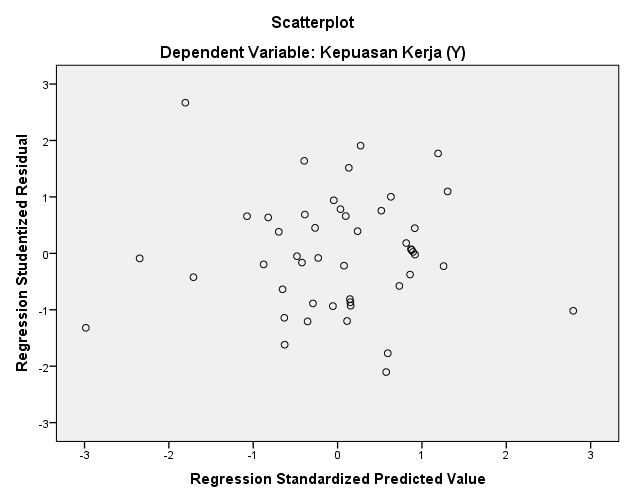
**Lampiran 24**

**Uji Asumsi Klasik (Uji Multikolonieritas)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3.152 | 4.993 |  | .631 | .531 |  |  |
| Pengembangan Sumber Daya (X1) | .407 | .101 | .401 | 4.035 | .000 | .481 | 2.080 |
| Kompensasi (X2) | .302 | .107 | .276 | 2.833 | .007 | .499 | 2.002 |
| Disiplin Kerja (X3) | .284 | .092 | .334 | 3.091 | .003 | .407 | 2.456 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | | | |

**Lampiran 25**

**Uji Asumsi Klasik (Uji Heteroskedastisitas)**



|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.152 | 4.993 |  | .631 | .531 |
| Pengembangan Sumber Daya (X1) | .407 | .101 | .401 | 4.035 | .000 |
| Kompensasi (X2) | .302 | .107 | .276 | 2.833 | .007 |
| Disiplin Kerja (X3) | .284 | .092 | .334 | 3.091 | .003 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | | |

**Lampiran 26**

**Uji Asumsi Klasik (Uji Autokorelasi)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |  |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .892a | .796 | .782 | 2.224 | 2.338 |
| a. Predictors: (Constant), Disiplin Kerja (X3), Kompensasi (X2), Pengembangan Sumber Daya (X1) | | | | |  |
| b. Dependent Variable: Kepuasan Kerja (Y) | | | | |  |

**Lampiran 27**

**Analisis Regresi Linier Berganda**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Descriptive Statistics** | | | | | |
|  | N | Minimum | Maximum | Mean | Std. Deviation |
| Kepuasan Kerja (Y) | 47 | 50 | 75 | 65.15 | 4.759 |
| Pengembangan Sumber Daya (X1) | 47 | 42 | 70 | 58.34 | 4.692 |
| Kompensasi (X2) | 47 | 53 | 75 | 62.94 | 4.356 |
| Disiplin Kerja (X3) | 47 | 55 | 80 | 67.77 | 5.584 |
| Valid N (listwise) | 47 |  |  |  |  |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
| (Constant) | Pengembangan Sumber Daya (X1) | Kompensasi (X2) | Disiplin Kerja (X3) |
| 1 | 1 | 3.993 | 1.000 | .00 | .00 | .00 | .00 |
| 2 | .004 | 33.025 | .75 | .12 | .00 | .15 |
| 3 | .002 | 43.413 | .05 | .81 | .28 | .20 |
| 4 | .002 | 49.880 | .21 | .07 | .72 | .65 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Variables Entered/Removeda** | | | |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Disiplin Kerja (X3), Kompensasi (X2), Pengembangan Sumber Daya (X1)b | . | Enter |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | |
| b. All requested variables entered. | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 3.152 | 4.993 |  | .631 | .531 |
| Pengembangan Sumber Daya (X1) | .407 | .101 | .401 | 4.035 | .000 |
| Kompensasi (X2) | .302 | .107 | .276 | 2.833 | .007 |
| Disiplin Kerja (X3) | .284 | .092 | .334 | 3.091 | .003 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Residuals Statisticsa** | | | | | |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 52.48 | 77.01 | 65.15 | 4.246 | 47 |
| Std. Predicted Value | -2.985 | 2.794 | .000 | 1.000 | 47 |
| Standard Error of Predicted Value | .387 | 1.194 | .619 | .198 | 47 |
| Adjusted Predicted Value | 53.48 | 77.55 | 65.16 | 4.244 | 47 |
| Residual | -4.594 | 5.515 | .000 | 2.150 | 47 |
| Std. Residual | -2.065 | 2.480 | .000 | .967 | 47 |
| Stud. Residual | -2.104 | 2.670 | -.003 | 1.021 | 47 |
| Deleted Residual | -4.768 | 6.393 | -.013 | 2.408 | 47 |
| Stud. Deleted Residual | -2.196 | 2.889 | .001 | 1.047 | 47 |
| Mahal. Distance | .412 | 12.272 | 2.936 | 2.733 | 47 |
| Cook's Distance | .000 | .293 | .032 | .064 | 47 |
| Centered Leverage Value | .009 | .267 | .064 | .059 | 47 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | |

**Lampiran 28**

**Uji Signifikansi Parsial (Uji t)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 3.152 | 4.993 |  | .631 | .531 |  |  |
| Pengembangan Sumber Daya (X1) | .407 | .101 | .401 | 4.035 | .000 | .481 | 2.080 |
| Kompensasi (X2) | .302 | .107 | .276 | 2.833 | .007 | .499 | 2.002 |
| Disiplin Kerja (X3) | .284 | .092 | .334 | 3.091 | .003 | .407 | 2.456 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | | | |

**Lampiran 29**

**Uji Signifikansi Simultan (Uji F)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 829.238 | 3 | 276.413 | 55.875 | .000b |
| Residual | 212.719 | 43 | 4.947 |  |  |
| Total | 1041.957 | 46 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |
| b. Predictors: (Constant), Disiplin Kerja (X3), Kompensasi (X2), Pengembangan Sumber Daya (X1) | | | | | | |

**Lampiran 30**

**Analisis Koefisien Determinasi**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .892a | .796 | .782 | 2.224 |
| a. Predictors: (Constant), Disiplin Kerja (X3), Kompensasi (X2), Pengembangan Sumber Daya (X1) | | | | |
| b. Dependent Variable: Kepuasan Kerja (Y) | | | | |

**Lampiran 31 Surat Balasan Penelitian**

