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## Kuesioner Penelitian

Kepada :

Yth. Bapak/Ibu/Pegawai Dinas Tenaga Kerja dan Transmigrasi Provinsi Sulawesi Selatan

Assalamualaikum Wr. Wb

Sebagai salah satu syarat menyelesaikan S1 Manajemen, saya melakukan penelitian dengan judul **“Pengaruh Disiplin Kerja dan Kompensasi Terhadap Kepuasan Kerja Pegawai Pada Dinas Tenaga Kerja dan Transmigrasi Provinsi Sulawesi Selatan”**. Saya memohon kesediaan Bapak/Ibu bersedia meluangkan waktu untuk mengisi kuesioner di bawah ini. Daftar pertanyaan semata-mata bersifat ilmiah, yaitu sebagai bahan penelitian akademis di Fakultas Ekonomi dan Bisnis, Universitas Muslim Indonesia.

Saya yang bertanda tangan di bawah ini :

Nama : Nur Sa Adatudda Raini

N I M : 02220200230

Program Studi/Jurusan : Fakultas Ekonomi dan Bisnis

Dengan ini memohon kesediaan Bapak/Ibu untuk mengisi kuisisioner ini dan memberikan informasi pada masing-masing pertanyaan berikut ini dengan sebenar-benarnya dan jujur sesuai dengan petunjuk pengisian. Data yang anda berikan hanya akan dipergunakan untuk kepentingan karya tulis ilmiah. Atas perhatian dan kerjasamanya dalam pengisian kuisisioner ini saya ucapkan terima kasih.

### Identitas Pegawai

Nama :  
Jenis Kelamin :  
Usia : Tahun  
Pendidikan Terakhir :

### Petunjuk Pengisian

1. Jawablah masing-masing pertanyaan di bawah ini dengan keadaan yang ada selama ini bapak/ibu alami selama bekerja.
2. Pilihlah salah satu jawaban dari kelima alternative jawaban yang ada dengan cara memberi tanda centang (√) pada jawaban yang anda pilih.

### Keterangan skor penilaian :

5 = Sangat Setuju (SS)

4 = Setuju (S)

3 = Kurang Setuju (KS)

2 = Tidak Setuju (TS)

1 = Sangat Tidak Setuju (STS)

Daftar pertanyaan :

Disiplin Kerja (X1)

| No                      | Pernyataan  | SS | S | KS | TS | STS |
|-------------------------|---|----|---|----|----|-----|
| A. Tujuan dan Kemampuan |   |    |   |    |    |     |
| 1                       | Saya memiliki kemampuan yang sesuai untuk menyelesaikan tugas pekerjaan yang diberikan kepada saya.               |    |   |    |    |     |
| 2                       | Saya merasa bahwa kemampuan saya dikembangkan melalui upaya saya untuk mencapai tujuan pekerjaan yang ditetapkan. |    |   |    |    |     |
| B. Teladan Pemimpin     |   |    |   |    |    |     |
| 3                       | Saya patuh dengan yang diperintahkan dalam menyelesaikan tugas.   |    |   |    |    |     |
| 4                       | Saya menyelesaikan pekerjaan dengan ketentuan dan peraturan instansi.   |    |   |    |    |     |
| C. Sanksi Hukuman       |   |    |   |    |    |     |
| 5                       | Saya selalu berusaha fokus dalam bekerja agar tidak melakukan kesalahan.  |    |   |    |    |     |
| 6                       | Saya selalu berusaha mengurangi tingkat ketidakhadiran/absensi.   |    |   |    |    |     |
| D. Hubungan Kemanusiaan |   |    |   |    |    |     |
| 7                       | Saya selalu ingin bersikap tolong menolong.   |    |   |    |    |     |
| 8                       | Saya tidak pernah meninggalkan teman yang sedang bekerja sendiri.   |    |   |    |    |     |

Kompensasi (X2)

| No               | Pernyataan  | SS | S | KS | TS | STS |
|------------------|---|----|---|----|----|-----|
| A. Upah dan Gaji |   |    |   |    |    |     |
| 1                | Gaji yang pegawai terima sesuai dengan beban tugas yang diberikan.    |    |   |    |    |     |
| 2                | Gaji yang diterima perbulan dapat menjamin kebutuhan pangan keluarga. |    |   |    |    |     |
| B. Insentif      |   |    |   |    |    |     |

|              |  |  |  |  |  |  |
|--------------|--|--|--|--|--|--|
| 3            | Insentif diluar gaji yang diterima pegawai sudah sesuai dengan beban pekerjaan.          |  |  |  |  |  |
| 4            | Insentif diberikan sesuai dengan prestasi kerja pegawai.                                 |  |  |  |  |  |
| C. Tunjangan |  |  |  |  |  |  |
| 5            | Tunjangan yang diberikan sesuai dengan jabatan yang ditempati pegawai.                   |  |  |  |  |  |
| 6            | Instansi memberikan tunjangan (THR) yang membantu memenuhi kebutuhan.                    |  |  |  |  |  |
| D. Fasilitas |  |  |  |  |  |  |
| 7            | Instansi menyediakan fasilitas jaminan kesehatan untuk seluruh pegawai.                  |  |  |  |  |  |
| 8            | Fasilitas kantor (tempat parkir, kantin, musholla, peralatan kerja) lengkap dan memadai. |  |  |  |  |  |

## Kepuasan Kerja (Y)

| No             | Pernyataan   | SS | S | KS | TS | STS |
|----------------|--|----|---|----|----|-----|
| A. Gaji        |  |    |   |    |    |     |
| 1              | Saya menerima gaji yang cukup dan sesuai, berdasarkan tanggung jawab pekerjaan yang diberikan pada saya. |    |   |    |    |     |
| 2              | Saya merasa instansi sudah memberikan gaji pegawai sesuai dengan standar yang berlaku.                   |    |   |    |    |     |
| B. Supervisi   |  |    |   |    |    |     |
| 3              | Saya senang dengan atasan yang dapat memberikan dukungan kepada pegawai bawahannya.                      |    |   |    |    |     |
| 4              | Saya senang dengan atasan yang mempunyai disiplin dan motivasi kerja yang tinggi.                        |    |   |    |    |     |
| C. Rekan Kerja |  |    |   |    |    |     |
| 5              | Saya senang bekerja dengan rekan kerja yang saling membantu dalam menyelesaikan pekerjaan.               |    |   |    |    |     |
| 6              | Saya senang bekerja dengan rekan kerja yang memberikan dukungan yang cukup kepada saya.                  |    |   |    |    |     |



|    |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|----|
| 29 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 35 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 35 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 39 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 41 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 34 |
| 42 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 44 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 45 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 46 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 47 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 36 |
| 48 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 49 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 35 |
| 50 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 34 |
| 51 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 52 | 5 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 32 |
| 53 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 55 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 56 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 57 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 58 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 59 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 34 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 61 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 62 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 34 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 64 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 30 |
| 65 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |

Lampiran 3. Data Variabel Kompensasi (X2)

| No | Kompensasi |      |      |      |      |      |      |      | TOTAL |
|----|------------|------|------|------|------|------|------|------|-------|
|    | X2.1       | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 |       |
| 1  | 4          | 5    | 4    | 5    | 4    | 4    | 4    | 4    | 34    |
| 2  | 4          | 5    | 4    | 5    | 5    | 5    | 4    | 4    | 36    |
| 3  | 4          | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 38    |
| 4  | 4          | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 38    |
| 5  | 5          | 4    | 5    | 5    | 5    | 4    | 5    | 5    | 38    |
| 6  | 4          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32    |
| 7  | 4          | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 33    |
| 8  | 5          | 5    | 4    | 4    | 4    | 5    | 5    | 4    | 36    |
| 9  | 5          | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 39    |
| 10 | 4          | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 33    |
| 11 | 5          | 3    | 4    | 4    | 5    | 3    | 5    | 4    | 33    |
| 12 | 5          | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 35    |
| 13 | 5          | 4    | 4    | 5    | 5    | 5    | 5    | 4    | 37    |
| 14 | 5          | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 36    |
| 15 | 5          | 5    | 5    | 4    | 5    | 5    | 5    | 5    | 39    |
| 16 | 5          | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 37    |
| 17 | 5          | 4    | 4    | 4    | 5    | 5    | 5    | 4    | 36    |
| 18 | 4          | 5    | 4    | 5    | 4    | 4    | 4    | 4    | 34    |
| 19 | 5          | 5    | 4    | 5    | 5    | 4    | 5    | 4    | 37    |
| 20 | 4          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32    |
| 21 | 5          | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 22 | 5          | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 23 | 5          | 5    | 4    | 5    | 5    | 5    | 5    | 4    | 38    |
| 24 | 5          | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 39    |
| 25 | 5          | 5    | 4    | 4    | 5    | 4    | 5    | 4    | 36    |
| 26 | 4          | 4    | 5    | 4    | 4    | 4    | 4    | 5    | 34    |
| 27 | 5          | 4    | 4    | 5    | 5    | 3    | 5    | 4    | 35    |
| 28 | 4          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32    |
| 29 | 4          | 5    | 5    | 5    | 3    | 4    | 4    | 5    | 35    |
| 30 | 4          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32    |
| 31 | 4          | 4    | 5    | 4    | 3    | 4    | 4    | 5    | 33    |
| 32 | 4          | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 32    |
| 33 | 5          | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 40    |
| 34 | 5          | 4    | 5    | 4    | 4    | 4    | 5    | 5    | 36    |
| 35 | 5          | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 39    |
| 36 | 5          | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 35    |
| 37 | 5          | 4    | 4    | 5    | 4    | 4    | 5    | 4    | 35    |



|    |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|----|
| 38 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 40 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 41 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 33 |
| 42 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 43 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 37 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 46 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 36 |
| 47 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 48 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 49 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 50 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 36 |
| 51 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 52 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 53 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 39 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 55 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 36 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 57 | 4 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 30 |
| 58 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 59 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 34 |
| 60 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 38 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 62 | 5 | 4 | 2 | 5 | 5 | 5 | 5 | 2 | 33 |
| 63 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 31 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 65 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |

Lampiran 4. Data Variabel Kepuasan Kerja (Y)

| No | Kepuasan kerja |    |    |    |    |    |    |    | TOTAL |
|----|----------------|----|----|----|----|----|----|----|-------|
|    | Y1             | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 |       |
| 1  | 4              | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 33    |
| 2  | 4              | 4  | 5  | 5  | 4  | 5  | 4  | 4  | 35    |
| 3  | 3              | 4  | 4  | 5  | 4  | 5  | 3  | 5  | 33    |
| 4  | 3              | 5  | 5  | 5  | 4  | 5  | 3  | 4  | 34    |
| 5  | 4              | 4  | 4  | 5  | 4  | 5  | 4  | 4  | 34    |
| 6  | 4              | 4  | 4  | 4  | 4  | 5  | 4  | 4  | 33    |
| 7  | 4              | 5  | 4  | 5  | 4  | 5  | 4  | 4  | 35    |
| 8  | 5              | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 37    |

|    |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|----|
| 9  | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 37 |
| 10 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 36 |
| 11 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 32 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 13 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 14 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 15 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 36 |
| 16 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 36 |
| 17 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 30 |
| 18 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| 19 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 21 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 22 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 23 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 24 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 36 |
| 25 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 38 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 33 |
| 29 | 5 | 5 | 4 | 5 | 2 | 5 | 4 | 4 | 34 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 31 | 3 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 35 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 33 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 34 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 34 |
| 35 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 36 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 36 |
| 37 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| 38 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 39 |
| 39 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 40 | 4 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 35 |
| 41 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 32 |
| 42 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 33 |
| 43 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 33 |
| 44 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 38 |
| 45 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 46 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 47 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 38 |
| 48 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 38 |
| 49 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |

|    |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|----|
| 50 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 51 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| 52 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 35 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 38 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 40 |
| 55 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| 56 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 33 |
| 57 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 58 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |
| 59 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| 60 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 37 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 32 |
| 62 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 37 |
| 63 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 35 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 30 |
| 65 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 39 |

Lampiran 5. Uji Validitas Disiplin Kerja (X1)

|      |                     | X1.1   | X1.2   | X1.3   | X1.4   | X1.5   | X1.6   | X1.7   | X1.8    | total  |
|------|---------------------|--------|--------|--------|--------|--------|--------|--------|---------|--------|
| X1.1 | Pearson Correlation | 1      | ,194   | ,229   | ,338** | ,305*  | ,079   | ,701** | ,338**  | ,548** |
|      | Sig. (2-tailed)     |        | ,122   | ,067   | ,006   | ,013   | ,529   | ,000   | ,006    | ,000   |
|      | N                   | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65      | 65     |
| X1.2 | Pearson Correlation | ,194   | 1      | ,400** | ,463** | ,326** | ,356** | ,220   | ,463**  | ,627** |
|      | Sig. (2-tailed)     | ,122   |        | ,001   | ,000   | ,008   | ,004   | ,078   | ,000    | ,000   |
|      | N                   | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65      | 65     |
| X1.3 | Pearson Correlation | ,229   | ,400** | 1      | ,837** | ,355** | ,443** | ,390** | ,837**  | ,782** |
|      | Sig. (2-tailed)     | ,067   | ,001   |        | ,000   | ,004   | ,000   | ,001   | ,000    | ,000   |
|      | N                   | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65      | 65     |
| X1.4 | Pearson Correlation | ,338** | ,463** | ,837** | 1      | ,426** | ,498** | ,396** | 1,000** | ,864** |
|      | Sig. (2-tailed)     | ,006   | ,000   | ,000   |        | ,000   | ,000   | ,001   | ,000    | ,000   |







|  |                     |        |        |        |        |        |        |        |        |        |
|--|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Y7   | Pearson Correlation | ,394** | ,079   | ,282*  | ,282*  | ,253*  | ,215   | 1      | ,602** | ,681** |
|  | Sig. (2-tailed)     | ,001   | ,530   | ,023   | ,023   | ,042   | ,086   |        | ,000   | ,000   |
|  | N                   | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65     |
| Y8   | Pearson Correlation | ,143   | ,098   | ,073   | ,108   | ,219   | ,122   | ,602** | 1      | ,514** |
|  | Sig. (2-tailed)     | ,256   | ,439   | ,566   | ,390   | ,080   | ,332   | ,000   |        | ,000   |
|  | N                   | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65     |
| total  | Pearson Correlation | ,592** | ,512** | ,695** | ,719** | ,525** | ,585** | ,681** | ,514** | 1      |
|  | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|  | N                   | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65     | 65     |
| **. Correlation is significant at the 0.01 level (2-tailed). |                     |        |        |        |        |        |        |        |        |        |
| *. Correlation is significant at the 0.05 level (2-tailed).  |                     |        |        |        |        |        |        |        |        |        |

### Lampiran 8. Uji Reliabilitas X1,X2, dan Y

#### Disiplin Kerja (X1)

##### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| ,858       | 8          |

#### Kompensasi (X2)

##### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| ,797       | 8          |

#### Kepuasan Kerja (Y)

##### Reliability Statistics

| Cronbach's |            |
|------------|------------|
| Alpha      | N of Items |
| ,742       | 8          |

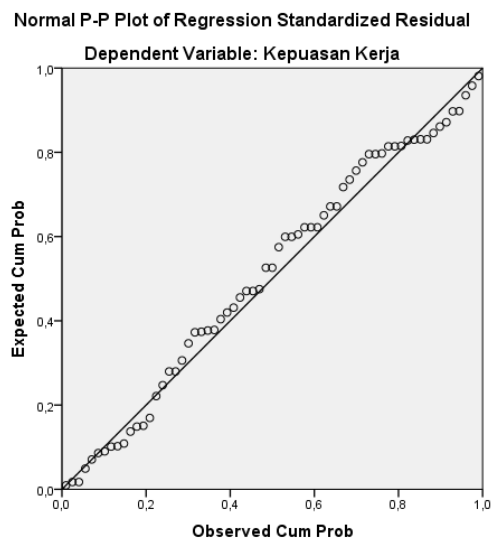
## Lampiran 9. Uji Asumsi Klasik

### a. Uji Normalitas

#### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized<br>Residual |
|----------------------------------|----------------|----------------------------|
| N                                |                | 65                         |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                   |
|                                  | Std. Deviation | 1,93014735                 |
| Most Extreme Differences         | Absolute       | ,078                       |
|                                  | Positive       | ,053                       |
|                                  | Negative       | -,078                      |
| Test Statistic                   |                | ,078                       |
| Asymp. Sig. (2-tailed)           |                | ,200 <sup>c,d</sup>        |

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.





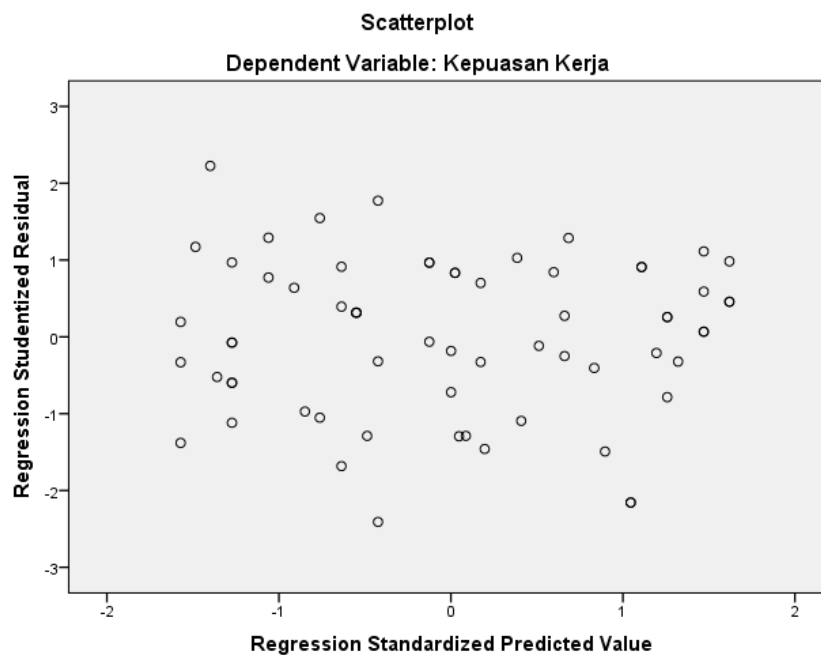
## b. Uji Multikolinearitas

**Coefficients<sup>a</sup>**

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)     | 13,205                      | 3,174      |                           | 4,160 | ,000 |                         |       |
|       | Disiplin Kerja | ,257                        | ,115       | ,312                      | 2,244 | ,028 | ,464                    | 2,157 |
|       | Kompensasi     | ,366                        | ,126       | ,403                      | 2,894 | ,005 | ,464                    | 2,157 |

a. Dependent Variable: Kepuasan Kerja

## c. Uji Heteroskedastisitas



## Lampiran 10. Analisis Regresi Linear Berganda

| Coefficients <sup>a</sup> |                |                             |            |                           |       |      |
|---------------------------|----------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |                | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant)     | 13,205                      | 3,174      |                           | 4,160 | ,000 |
|                           | Disiplin Kerja | ,257                        | ,115       | ,312                      | 2,244 | ,028 |
|                           | Kompensasi     | ,366                        | ,126       | ,403                      | 2,894 | ,005 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 11. Uji t

| Coefficients <sup>a</sup> |                |                             |            |                           |       |      |
|---------------------------|----------------|-----------------------------|------------|---------------------------|-------|------|
| Model                     |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|                           |                | B                           | Std. Error | Beta                      |       |      |
| 1                         | (Constant)     | 13,205                      | 3,174      |                           | 4,160 | ,000 |
|                           | Disiplin Kerja | ,257                        | ,115       | ,312                      | 2,244 | ,028 |
|                           | Kompensasi     | ,366                        | ,126       | ,403                      | 2,894 | ,005 |

a. Dependent Variable: Kepuasan Kerja

## Lampiran 12. Uji f

| ANOVA <sup>a</sup> |            |                |    |             |        |                   |
|--------------------|------------|----------------|----|-------------|--------|-------------------|
| Model              |            | Sum of Squares | df | Mean Square | F      | Sig.              |
| 1                  | Regression | 190,124        | 2  | 95,062      | 24,719 | ,000 <sup>b</sup> |
|                    | Residual   | 238,430        | 62 | 3,846       |        |                   |
|                    | Total      | 428,554        | 64 |             |        |                   |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi, Disiplin Kerja

Lampiran 13. Uji R<sup>2</sup>

| Model Summary |                   |          |                   |                            |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model         | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1             | ,666 <sup>a</sup> | ,444     | ,426              | 1,961                      |

a. Predictors: (Constant), Kompensasi, Disiplin Kerja