

## DAFTAR PUSTAKA

Agustianto Mingka, *Maqashid Syariah Dalam Ekonomi dan Keuangan Syariah*, (Jakarta: Iqtishad Publishing, 2003)

Ahmad Ahid Mudayana, *Pengaruh Motivasi dan Beban Kerja Terhadap Kinerja Karyawan di Rumah Sakit Nur Hidayah Bantul*, (Fakultas Kesehatan Masyarakat, Universitas Ahmad Dahlan, Yogyakarta: 2010). ISSN: 1978-0575.

Albani Syukri Muhammad, *Filsafat Hukum Islam dan Maqashid Syariah cet. Ke-1*, (Jakarta: Kencana, 2020)

Ali, Muhammad ‘Abd al-‘Ali Muhammad. *Al-Maqasid Syariah wa Asaruha Fi al-Fiqh al-Islam*, (Kairo: Dar al-Hadits, 2007)

Alqur’an Al-Karim, *Alqur’an Terjemah dan Tajwid Mushaf Alqur’an*, Kementerian Agama Republik Indonesia, (Jakarta: Al Mubarak, Cetakan ke-1, 2018)

Anwar Prabu Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaan* (Bandung: Remaja Rosdakarya, cet. 14, 2017)

Artana, I Wayan Arta, *Pengaruh Kepemimpinan, Kompensasi, dan Lingkungan Kerja Terhadap Kinerja Karyawan Studi kasus di Maya Ubud Resort & Spa*. Jurnal Manajemen, Strategi Bisnis, dan Kewirausahaan, Vol. 2. No. 1.

As.ad. Mohammad, *Seri Ilmu Sumber daya Manusia: Psikologi Industri*(Yogyakarta: Liberti, 2004)

Bangun, W. *Manajemen Sumber Daya Manusia*, (Jakarta: Erlangga, 2012)

Deddy Mulyadi, *Perilaku Organisasi dan Kepemimpinan Pelayanan*, (Bandung: CV Alfabeta, 2015)

Deliana, Irwan Nst, “*Kinerja Pegawai Dalam Memberikan Pelayanan Kesehatan di Puskesmas Medan Denai Kota Medan*”, Jurnal Ilmu Administrasi Publik 4 (2) (2016): 152-161, Dipublikasikan Desember 2016.

Dimas Ciptoning Bawono, Rini Nugraheni, “*Analisis Pengaruh Pemberian Insentif , Kepemimpinan dan Beban Kerja Terhadap Kinerja Perawat Studi Kasus:*

*Pada Perawat Ruang RSUD Kota Semarang*". Diponegoro Journal Management, Vol. 4, Nomor 3, Tahun 2015, hal. 1-14. ISSN (online): 2337-3792.

Edy Sutrisno, *Manajemen Sumber Daya Manusia*, (Jakarta: Kencana Prenadamedia Group, 2009)

Fahmi, *Manajemen Kinerja Teori dan Aplikasi*, (Bandung: Alfabeta, 2010)

Multitama, *Islamic Business Strategy for Entrepreneurship*, (Jakarta: Zikrul Hakim, 2006)

Frans Julius Simarmata, *RSUD Dr. Pirngadi, 04 Januari 2022, 14.55 WIB*

George, J.M. & Jones, G.R. *Understanding and managing organizational behavior* (4th ed.). (New Jersey: Upper Saddle Rive, 2005)

Gibson, Khairul Umam, *Perilaku Organisasi*, (Bandung: CV. Pustaka Setia, 2010)

Handoko, T. Hani, *Manajemen Personalia Sumber Daya Manusia*, (Yogyakarta: BPF, 2011)

Hasibuan Melayu, *Manajemen Sumber Daya Manusia: Dasar dan Kunci Keberhasilan*, (Jakarta: CV. Haji Masagung, 1990)

Hasibuan, Melayu, *Manajemen Dasar Pengertian dan Masalah*, (Jakarta: Bumi Aksara, 2014)

Hasibuan, Melayu S.P, *Manajemen Sumber Daya manusia "Edisi Revisi"*, (Jakarta: Bumi Aksara, 2007)

Hasibuan, *Manajemen Sumber Daya Manusia*, (Jakarta: Bumi Aksara, 2010)

Hasibuan, *Manajemen Sumber daya Manusia*, (Jakarta: Bumi Aksara, 2011)

Henry Simamora, *Manajemen Sumber Daya Manusia*, (Yogyakarta: STIE YKPN, Edisi Ketiga, 2004)

I Gusti Putu Ayun Widianianti, Ketut Suatjana, "*Gambaran Kinerja di Rumah Sakit Swasta X di Denpasar Tahun 2016*". Arc.Com. Health. Vol. 4 No. 2: 37-45. ISSN: 2527-3620. Desember 2017

Ika Yunia Fauzia dan Abdul Khadir Riyadi, *Prinsip Dasar Ekonomi Islam Perspektif Maqashid al-Syari'ah* (Jakarta: Kencana, 2004)

Junaedi, *Balanced Scorecard: Pengukuran Kinerja Pada Pemerintah Daerah*, (Jakarta: Kompas, 2002)

Jurnal Samudra Ekonomi Dan Bisnis, VOL.8, NO.1 Januari 2017.

Luthans, F, *Perilaku Organisasi*, Edisi Sepuluh, (Yogyakarta: Andi, 2006)

Mahmudi, *Manajemen Kinerja Sektor Publik*, (Yogyakarta: UPP AMP YKPN, 2005)

Maiyulia Fitri, Hardisman, dan Ibrarodes, *Hubungan Budaya Organisasi dengan Kinerja Pegawai RSUD Mukomuko Tahun 2017*. <http://jurnal.fk.unand.ac.id>.

Malthis, *Manajemen Sumber Daya Manusia*, (Jakarta: Salemba Empat, 2006)

Mangkunegara, Anwar Prabu, *Evaluasi Kinerja SDM*, (Bandung: Refika Aditama, 2005)

Mangkunegara, *Manajemen Sumber Daya Manusia Perusahaan*, (Bandung: PT. Remaja Rosdakarya, 2007)

Mangkunegara, *Evaluasi Kinerja Sumber Daya Manusia* (Bandung: Refika Aditama, 2007)

Mangkunegara, *Manajemen Sumber Daya Manusia*, (Bandung: Remaja Rosdakarya, 2005)

Ma'ruf, A.M, *Manajemen dan Evaluasi Kinerja Karyawan*, (Yogyakarta: Aswaja Pressindo, 2014)

Melayu S.P. Hasibuan, *Manajemen Sumber daya Manusia* (Jakarta: Bumi Aksara, Cet. 18, 2017)

Moehariono, *Pengukuran Kinerja Berbasis kompetisi*, (Jakarta: PT. Raja Grafindo Persada, 2012)

Muntaha, "Pengaruh Motivasi Kerja terhadap Kinerja Karyawan Rumah Sakit Umum Daerah (RSUD) Dokter Soedarso Pontianak", Jurnal Samudra Ekonomi dan Bisnis, Vol. \*.No. 1 Januari 2017.

Nawawi. H. *Evaluasi dan Manajemen Kinerja di Lingkungan Perusahaan dan Industri*, (Yogyakarta: Gajah Mada University Press. 2006)

Nogi, H, *Manajemen Publik*, (Jakarta: PT. Gramedia, 2005)

- Nurul Rizkia, *RSUD Dr. Pirngadi, 04 Januari 2022, 17.31 WIB*
- Puji, Indah H. *Buku Praktis Mengembangkan SDM*, (Yogyakarta:Laksana, 2014)
- Rahmayanti, *Pengaruh motivasi kerja terhadap kinerja karyawan pada CV. Putra Kaltim Samarinda.Journal Ilmu Administrasi Bisnis Vol.2 No. (2): 215-229.* 2014.
- Ratnawati, “Aspek-aspek Kejiwaan dan Motivasi dalam Konsepsi Islam”, dalam *Islamic Counseling*, Vol. 1 No. 01 Tahun 2017, STAIN CURUP.
- Reza Aril Ahri, Samsuar, Nurmiati Muchlis, “*Analisis Kinerja Pegawai Rumah Sakit Pada Pengelolaan Keuangan Sejak Penerapan Blud Di RSUD Salewangan Kabupaten Maros*”*Journal of Muslim Community Health (JMCH)*, ISSN 2774-4590, 2021.
- Robbins dan Judge, *Perilaku Organisasi. Ter. Diana Angelica*, (Jakarta: Salemba Empat, 2007)
- Robbins, *Perilaku Organisasi*, (Jakarta: Indeks, 2006)
- Robbins, *Perilaku Organisasi, Jilid 1. Edisi Delapan. Diterjemahkan oleh Dr. Hadyana Pujaatmaka*, (Jakarta: Erlangga, 2001)
- Ruky, Ahmad S, *Sistem Manajemen Kinerja*, (Jakarta: PT. Gramedia Pustaka Utama, 2004)
- Sastrohadiwiryono, B. S, *Manajemen Tenaga Kerja Indonesia*, (Jakarta: PT. Bumi Aksara, 2003)
- Simanjuntak Payaman, *Manajemen Sumber Daya Manusia*, (Jakarta: LPFE UI, 2005)
- Sondang P. Siagian, *Manajemen Sumber Daya Manusia* (Jakarta: Bumi Aksara, cet. 26, 2018)
- Sudarmayanti, *Manajemen Sumber Daya Manusia*, (Bandung: Mandar Maju, 2001)

Suhroji Adha, Dkk: Pengaruh Kepuasan Kerja Terhadap Kinerja Pegawai Pada Dinas PERindustrian, Perdagangan dan ESDM Kabupaten Pandeglang, *Jurnal Ekonomi Vokasi*, Vol. 2. No. 1. Januari 2019. ISSN 2622-4240.

Suparyadi, *Manajemen Sumber Daya Manusia*, (Yogyakarta: CV : ANDI OFFSET, 2015)

Suwatno dan Priansa. D, *Manajemen SDM dalam Organisasi Publik dan Bisnis*, (Bandung: Alfabeta, 2011)

Tangkilisan, H.N.S, *Manajemen Publik*, (Jakarta: Grasindo, 2005)

Viethzal Rivai, *Manajemen Sumber daya Manusia*, (Jakarta: PT. Raja Grafindo Persada, 2004)

Wanugi Fatihah, “Atsarū Rawatib ‘ala ar-Ridha al-Wadzifi wa ar-Ridha ‘an at-Ta’wiidhaat wa-l-hifzu adz-Zaati li Asaatidzah at-Ta’liim al-‘Aali” (Disertasi, Kulliyatu-l-‘Ulum al-Iqtishadiyah wa at-Tijaariyah wa ‘Ulum at-Tasyiir, Jami’atu Ferhat ‘Abbas de Setif, Al Jazair, 2014-2015)

Wibowo, *Manajemen Kinerja*, (Jakarta: PT. Grafindo Persada, 2010)

Wibowo, *Evaluasi Kinerja Sumber Daya Manusia: Teori Aplikasi dan Penelitian*, (Jakarta: Salemba Empat, 2010)

Wibowo, *Manajemen Kinerja* (Jakarta: Rajawali Pers, Cet 10, 2016)

Yeni Sarlija , Pengaruh Motivasi, Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai Negeri Polri di RS.Bhayangkara Palangka Raya, Program Studi Magister Manajemen Sekolah Tinggi Ilmu Ekonomi (STIE) Indonesia Banjarmasin, 2017.

Zulkifli Khair, et. Al, *Motivation in Islamic Perspective: A Rivew*, 1<sup>st</sup> International Reaserch Conference on economics Business and Social Sciences, At Penang, 2016, Hal. 6-8.

## LAMPIRAN-LAMPIRAN

### Lampiran 1

#### Kuesioner Penelitian

Perihal:  
Permohonan Pengisian Angket  
Lampiran: 1 Berkas  
Kepada Yth.  
Ibu/Bapak  
Di Tempat



Dengan Hormat

Dalam menyelesaikan karya ilmiah (Tesis) pada program studi Ekonomi Dan Bisnis Islam Pascasarjana Universitas Islam Negeri Sumatera Utara, Bersama ini saya mohon kesediaan ibu/bapak untuk menjadi responden penelitian saya yang berjudul “Analisis Kinerja Pegawai Ditinjau Dari Perspektif Maqashid Syariah Pada RSUD Dr. Pirngadi Kota Medan”

Untuk itu mohon kesediaan ibu/bapak mengisi angket ini berdasarkan kondisi ibu masing-masing saat ini dan apa adanya. Semua informasi yang didapatkan akan menjadi bahan penelitian secara akademis dan semua jawaban akan dirahasiakan dan tidak akan mempengaruhi organisasi terhadap kinerja ibu.

Atas kesediaan ibu/bapak meluangkan waktu membantu peneliti mengisi angket ini, peneliti mengucapkan terima kasih.

UNIVERSITAS ISLAM NEGERI  
SUMATERA UTARA MEDAN

Hormat Saya  
Peneliti

NURHIDAYANTI

## PETUNJUK PENGISIAN KUESIONER

1. Kuesioner ini terdiri dari 5 (lima) alternatif jawaban.
2. Cara mengisi dengan cara memberikan tanda centang  $\surd$  pada kolom:
  - a. Sangat Setuju (SS) (5)
  - b. Setuju (S) (4)
  - c. Kurang Setuju (KS) (3)
  - d. Tidak Setuju (TS) (2)
  - e. Sangat Tidak Setuju (STS) (1)

### Variabel Kompensasi

| No | Pernyataan   | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1  | Gaji yang diterima setiap bulan sesuai harapan                       |    |   |    |    |     |
| 2  | Gaji yang diterima sudah mampu menunjukkan keadilan                  |    |   |    |    |     |
| 3  | Perbedaan gaji antar bagian lainnya sudah sesuai dengan harapan      |    |   |    |    |     |
| 4  | Bonus yang diberikan sesuai dengan waktu kerja lembur                |    |   |    |    |     |
| 5  | Insentif yang diberikan sesuai dengan peranan dan posisi di instansi |    |   |    |    |     |
| 6  | Tunjangan yang diberikan sesuai harapan                              |    |   |    |    |     |
| 7  | Puas dan merasa aman dengan jaminan kesehatan yang diberikan         |    |   |    |    |     |
| 8  | Jaminan kecelakaan sesuai dengan risiko pekerjaan                    |    |   |    |    |     |
| 9  | Tunjangan liburan yang diberikan dapat menghilangkan kepenatan       |    |   |    |    |     |
| 10 | Instansi memperhatikan kebutuhan dan fasilitas pegawai               |    |   |    |    |     |
| 11 | Pemberian tunjangan hari raya dapat membantu memenuhi kebutuhan      |    |   |    |    |     |

### Variabel Motivasi

| No | Pernyataan                          | SS | S | KS | TS | STS |
|----|-------------------------------------|----|---|----|----|-----|
| 1  | Pemimpin memberikan saya kesempatan |    |   |    |    |     |

|   |   |  |  |  |  |  |
|---|---|--|--|--|--|--|
|   | untuk mengembangkan kemampuan dan keterampilan dalam bekerja                              |  |  |  |  |  |
| 2 | Pimpinan mengembangkan dan meningkatkan kemampuan karir saya                              |  |  |  |  |  |
| 3 | Selalu masuk kerja dan jarang absen   |  |  |  |  |  |
| 4 | Saya mendapatkan pujian dari pimpinan saya  |  |  |  |  |  |
| 5 | Saya berusaha untuk memimpin dalam pekerjaan  |  |  |  |  |  |
| 6 | Saya memiliki hubungan erat dengan karyawan   |  |  |  |  |  |
| 7 | Kemampuan pemimpin dalam menciptakan hubungan kerja yang menyenangkan                     |  |  |  |  |  |
| 8 | Organisasi mampu memberikan kenyamanan kerja pada setiap karyawan di lingkungan pekerjaan |  |  |  |  |  |
| 9 | Setiap saya mendapat kesulitan, rekan kerja yang mau memberikan bantuan kepada saya       |  |  |  |  |  |

### Variabel Kepuasan Kerja

| No | Pernyataan   | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1  | Saya berusaha mengembangkan keterampilan dalam pekerjaan saya agak mencapai hasil yang optimal |    |   |    |    |     |
| 2  | Bersikap baik kepada sesama rekan kerja  |    |   |    |    |     |
| 3  | Menjalin hubungan kerja sama dengan rekan lainnya dengan baik                                  |    |   |    |    |     |
| 4  | Kerjasama tim akan membantu melaksanakan pekerjaan dengan baik                                 |    |   |    |    |     |
| 5  | Kerja yang baik meningkatkan peluang karir   |    |   |    |    |     |
| 6  | Selalu naik jabatan setiap pekerjaan yang melampaui target                                     |    |   |    |    |     |
| 7  | Gaji cukup dan sesuai dengan tanggung jawab pekerjaan  |    |   |    |    |     |



### Variabel Kinerja

| No | Pernyataan   | SS | S | KS | TS | STS |
|----|--|----|---|----|----|-----|
| 1  | Saya mampu melaksanakan pekerjaan sesuai dengan tanggung jawab saya              |    |   |    |    |     |
| 2  | Saya mampu melakukan tugas yang sudah ditentukan waktunya oleh instansi          |    |   |    |    |     |
| 3  | Saya terampil dalam melaksanakan tugas yang diberikan kepada saya                |    |   |    |    |     |
| 4  | Saya selalu mengerjakan tugas yang diperintahkan kepada saya                     |    |   |    |    |     |
| 5  | Saya memiliki pengetahuan tentang pekerjaan yang dibebankan kepada saya          |    |   |    |    |     |
| 6  | Saya memiliki pengetahuan dan keterampilan tugas yang dibebankan kepada saya     |    |   |    |    |     |
| 7  | Saya memberikan gagasan sesuai dengan apa yang ada dalam diri saya               |    |   |    |    |     |
| 8  | Saya dapat menyelesaikan persoalan yang timbul                                   |    |   |    |    |     |
| 9  | Saya selalu berkomunikasi atas hasil kerja saya kepada atasan                    |    |   |    |    |     |
| 10 | Saya selalu berkomunikasi dengan rekan sesame kerja atas hasil kerja saya        |    |   |    |    |     |
| 11 | Saya selalu datang dan pulang tepat waktu sesuai aturan yang berlaku             |    |   |    |    |     |
| 12 | Saya selalu semangat mengerjakan tugas yang diberikan kepada saya                |    |   |    |    |     |
| 13 | Saya selalu semangat dengan tugas yang dibebankan kepada saya                    |    |   |    |    |     |
| 14 | Saya selalu mandiri dalam melaksanakan tugas tanpa menunggu perintah dari atasan |    |   |    |    |     |

## Lampiran 2

### SKOR TOTAL VARIABEL KINERJA

| No.<br>Responde<br>n | KINERJA (Y) |        |        |        |        |        |        |        |        |         |         |         |         |         | Skor<br>Total |
|----------------------|-------------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------------|
|                      | P<br>1      | P<br>2 | P<br>3 | P<br>4 | P<br>5 | P<br>6 | P<br>7 | P<br>8 | P<br>9 | P1<br>0 | P1<br>1 | P1<br>2 | P1<br>3 | P1<br>4 |               |
| 1                    | 4           | 2      | 2      | 2      | 3      | 4      | 4      | 4      | 3      | 3       | 4       | 4       | 4       | 4       | 47            |
| 2                    | 4           | 2      | 2      | 2      | 4      | 4      | 4      | 4      | 2      | 4       | 4       | 4       | 4       | 4       | 48            |
| 3                    | 4           | 3      | 2      | 2      | 3      | 4      | 4      | 4      | 2      | 4       | 4       | 4       | 4       | 4       | 48            |
| 4                    | 4           | 4      | 5      | 4      | 4      | 4      | 5      | 5      | 2      | 3       | 4       | 4       | 5       | 4       | 57            |
| 5                    | 4           | 4      | 5      | 4      | 4      | 4      | 4      | 4      | 5      | 5       | 5       | 5       | 5       | 4       | 62            |
| 6                    | 4           | 5      | 4      | 4      | 4      | 3      | 3      | 3      | 4      | 3       | 4       | 4       | 4       | 5       | 54            |
| 7                    | 4           | 4      | 5      | 5      | 4      | 5      | 3      | 4      | 4      | 4       | 5       | 4       | 5       | 4       | 60            |
| 8                    | 4           | 3      | 4      | 2      | 3      | 4      | 4      | 4      | 5      | 5       | 5       | 4       | 5       | 5       | 57            |
| 9                    | 4           | 4      | 5      | 5      | 5      | 5      | 4      | 4      | 4      | 4       | 5       | 5       | 4       | 4       | 62            |
| 10                   | 4           | 4      | 5      | 3      | 3      | 3      | 4      | 4      | 4      | 3       | 3       | 4       | 4       | 4       | 52            |
| 11                   | 4           | 5      | 4      | 4      | 4      | 4      | 3      | 3      | 3      | 4       | 3       | 4       | 5       | 5       | 55            |
| 12                   | 4           | 4      | 1      | 1      | 4      | 4      | 5      | 4      | 5      | 4       | 4       | 4       | 4       | 5       | 53            |
| 13                   | 5           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 3       | 4       | 5       | 5       | 5       | 59            |
| 14                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 3      | 3       | 3       | 5       | 5       | 5       | 56            |
| 15                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 3       | 4       | 4       | 4       | 4       | 55            |
| 16                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 5      | 4       | 4       | 4       | 4       | 4       | 57            |
| 17                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 5      | 5       | 5       | 4       | 4       | 4       | 59            |
| 18                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 56            |
| 19                   | 4           | 4      | 4      | 4      | 5      | 5      | 5      | 5      | 5      | 4       | 5       | 4       | 4       | 4       | 62            |
| 20                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 56            |
| 21                   | 4           | 4      | 4      | 4      | 5      | 5      | 4      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 58            |
| 22                   | 4           | 5      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 57            |
| 23                   | 4           | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 56            |
| 24                   | 4           | 4      | 4      | 4      | 4      | 5      | 4      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 57            |
| 25                   | 4           | 4      | 5      | 5      | 5      | 5      | 5      | 4      | 4      | 4       | 5       | 5       | 4       | 4       | 63            |
| 26                   | 4           | 5      | 5      | 5      | 5      | 5      | 5      | 5      | 4      | 5       | 5       | 4       | 4       | 4       | 65            |
| 27                   | 4           | 4      | 4      | 5      | 5      | 4      | 5      | 4      | 5      | 5       | 4       | 5       | 5       | 5       | 64            |
| 28                   | 4           | 4      | 4      | 5      | 4      | 4      | 4      | 5      | 4      | 4       | 4       | 4       | 4       | 4       | 58            |
| 29                   | 4           | 5      | 5      | 4      | 4      | 4      | 5      | 4      | 5      | 5       | 4       | 5       | 4       | 5       | 63            |
| 30                   | 4           | 5      | 4      | 5      | 5      | 4      | 5      | 4      | 4      | 4       | 4       | 4       | 4       | 4       | 60            |
| 31                   | 4           | 5      | 4      | 5      | 4      | 4      | 5      | 4      | 5      | 4       | 5       | 4       | 4       | 4       | 61            |



|     |   |   |   |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 70  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 71  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 72  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 73  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 74  | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 66 |
| 75  | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 66 |
| 76  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 77  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 78  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 79  | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 50 |
| 80  | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 81  | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 4 | 44 |
| 82  | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 4 | 4 | 43 |
| 83  | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 47 |
| 84  | 4 | 4 | 4 | 4 | 2 | 2 | 1 | 3 | 1 | 4 | 4 | 1 | 1 | 4 | 39 |
| 85  | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 52 |
| 86  | 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 4 | 48 |
| 87  | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 48 |
| 88  | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 51 |
| 89  | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 90  | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 91  | 2 | 3 | 3 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 2 | 5 | 4 | 5 | 42 |
| 92  | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 2 | 2 | 4 | 4 | 3 | 1 | 3 | 36 |
| 93  | 3 | 3 | 2 | 2 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 45 |
| 94  | 3 | 2 | 2 | 1 | 3 | 1 | 4 | 4 | 1 | 1 | 3 | 3 | 4 | 4 | 36 |
| 95  | 2 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 45 |
| 96  | 2 | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 1 | 3 | 40 |
| 97  | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 44 |
| 98  | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 49 |
| 99  | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 49 |
| 100 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 3 | 50 |

### Lampiran 3

#### SKOR TOTAL VARIABEL KEPUASAN KERJA

| No.<br>Responden | KEPUASAN KERJA (Z) |    |    |    |    |    |    | Skor<br>Total |
|------------------|--------------------|----|----|----|----|----|----|---------------|
|                  | P1                 | P2 | P3 | P4 | P5 | P6 | P7 |               |
| 1                | 5                  | 5  | 5  | 4  | 2  | 2  | 2  | 25            |
| 2                | 4                  | 4  | 4  | 4  | 4  | 1  | 1  | 22            |
| 3                | 4                  | 4  | 4  | 3  | 1  | 1  | 1  | 18            |
| 4                | 4                  | 4  | 4  | 5  | 5  | 5  | 5  | 32            |
| 5                | 4                  | 5  | 4  | 4  | 4  | 4  | 4  | 29            |
| 6                | 4                  | 5  | 5  | 5  | 4  | 4  | 5  | 32            |
| 7                | 4                  | 5  | 4  | 4  | 4  | 4  | 5  | 30            |
| 8                | 4                  | 4  | 4  | 5  | 5  | 4  | 5  | 31            |
| 9                | 4                  | 5  | 4  | 4  | 4  | 4  | 5  | 30            |
| 10               | 4                  | 4  | 5  | 5  | 5  | 4  | 4  | 31            |
| 11               | 4                  | 4  | 4  | 4  | 5  | 5  | 5  | 31            |
| 12               | 4                  | 4  | 4  | 5  | 4  | 4  | 5  | 30            |
| 13               | 4                  | 4  | 4  | 4  | 4  | 3  | 3  | 26            |
| 14               | 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 28            |
| 15               | 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 28            |
| 16               | 4                  | 5  | 4  | 5  | 4  | 4  | 4  | 30            |
| 17               | 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 28            |
| 18               | 4                  | 4  | 4  | 4  | 4  | 3  | 3  | 26            |
| 19               | 4                  | 4  | 4  | 3  | 3  | 4  | 2  | 24            |
| 20               | 4                  | 4  | 4  | 4  | 4  | 3  | 2  | 25            |
| 21               | 4                  | 4  | 5  | 5  | 4  | 3  | 3  | 28            |
| 22               | 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 28            |
| 23               | 4                  | 4  | 4  | 4  | 4  | 4  | 4  | 28            |
| 24               | 3                  | 3  | 3  | 3  | 3  | 3  | 3  | 21            |
| 25               | 5                  | 5  | 5  | 4  | 4  | 5  | 4  | 32            |
| 26               | 4                  | 4  | 4  | 4  | 4  | 5  | 5  | 30            |
| 27               | 4                  | 4  | 4  | 5  | 4  | 4  | 5  | 30            |
| 28               | 4                  | 4  | 4  | 5  | 4  | 4  | 5  | 30            |
| 29               | 4                  | 4  | 5  | 4  | 4  | 4  | 4  | 29            |
| 30               | 4                  | 4  | 4  | 4  | 4  | 3  | 2  | 25            |
| 31               | 4                  | 5  | 5  | 4  | 5  | 4  | 4  | 31            |
| 32               | 4                  | 4  | 4  | 5  | 5  | 3  | 4  | 29            |
| 33               | 4                  | 4  | 4  | 5  | 4  | 4  | 3  | 28            |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 34 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 31 |
| 35 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 27 |
| 36 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 38 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 39 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 40 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 41 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 26 |
| 42 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 32 |
| 43 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 44 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 45 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 32 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 47 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 24 |
| 48 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 49 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 50 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 33 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 52 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 53 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 31 |
| 54 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 55 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 33 |
| 56 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 57 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 58 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 32 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 60 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 31 |
| 61 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 62 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 23 |
| 63 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 29 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 65 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 66 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 31 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 68 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 69 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |

|     |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|----|
| 72  | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 32 |
| 73  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 74  | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 32 |
| 75  | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 32 |
| 76  | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 77  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 78  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 79  | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 31 |
| 80  | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 24 |
| 81  | 4 | 4 | 4 | 3 | 4 | 2 | 3 | 24 |
| 82  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 83  | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 25 |
| 84  | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 26 |
| 85  | 4 | 4 | 4 | 4 | 2 | 2 | 3 | 23 |
| 86  | 4 | 4 | 4 | 4 | 3 | 2 | 2 | 23 |
| 87  | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 31 |
| 88  | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 31 |
| 89  | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 32 |
| 90  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 91  | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 34 |
| 92  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 93  | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 32 |
| 94  | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 33 |
| 95  | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 96  | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 32 |
| 97  | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 30 |
| 98  | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 99  | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 100 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |

## Lampiran 4

### SKOR TOTAL VARIABEL KOMPENSASI

| No.<br>Responden | KOMPENSASI (X1) |    |    |    |    |    |    |    |    |     |     | Skor<br>Total |
|------------------|-----------------|----|----|----|----|----|----|----|----|-----|-----|---------------|
|                  | P1              | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 | P11 |               |
| 1                | 4               | 2  | 2  | 2  | 3  | 4  | 4  | 4  | 3  | 3   | 4   | 35            |
| 2                | 4               | 2  | 2  | 2  | 4  | 4  | 4  | 4  | 2  | 4   | 4   | 36            |
| 3                | 4               | 3  | 2  | 2  | 3  | 4  | 4  | 4  | 2  | 4   | 4   | 36            |
| 4                | 4               | 4  | 5  | 4  | 4  | 4  | 5  | 5  | 2  | 3   | 4   | 44            |
| 5                | 4               | 4  | 5  | 4  | 4  | 4  | 4  | 4  | 5  | 5   | 5   | 48            |
| 6                | 4               | 5  | 4  | 4  | 4  | 3  | 3  | 3  | 4  | 3   | 4   | 41            |
| 7                | 4               | 4  | 5  | 5  | 4  | 5  | 3  | 4  | 4  | 4   | 5   | 47            |
| 8                | 4               | 3  | 4  | 2  | 3  | 4  | 4  | 4  | 5  | 5   | 5   | 43            |
| 9                | 4               | 4  | 5  | 5  | 5  | 5  | 4  | 4  | 4  | 4   | 5   | 49            |
| 10               | 4               | 4  | 5  | 3  | 3  | 3  | 4  | 4  | 4  | 3   | 3   | 40            |
| 11               | 4               | 5  | 4  | 4  | 4  | 4  | 3  | 3  | 3  | 4   | 3   | 41            |
| 12               | 4               | 4  | 1  | 1  | 4  | 4  | 5  | 4  | 5  | 4   | 4   | 40            |
| 13               | 5               | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3   | 4   | 44            |
| 14               | 4               | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3  | 3   | 3   | 41            |
| 15               | 4               | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 3   | 4   | 43            |
| 16               | 4               | 3  | 4  | 3  | 3  | 3  | 4  | 4  | 3  | 3   | 4   | 38            |
| 17               | 4               | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4   | 4   | 42            |
| 18               | 2               | 3  | 3  | 2  | 2  | 2  | 4  | 4  | 2  | 2   | 2   | 28            |
| 19               | 2               | 2  | 2  | 2  | 2  | 3  | 4  | 2  | 2  | 4   | 4   | 29            |
| 20               | 3               | 3  | 2  | 2  | 3  | 3  | 4  | 4  | 2  | 4   | 4   | 34            |
| 21               | 3               | 2  | 2  | 1  | 3  | 1  | 4  | 4  | 1  | 1   | 3   | 25            |
| 22               | 2               | 2  | 3  | 4  | 3  | 4  | 4  | 4  | 4  | 4   | 4   | 38            |
| 23               | 2               | 2  | 3  | 3  | 4  | 4  | 4  | 4  | 2  | 2   | 2   | 32            |
| 24               | 4               | 3  | 3  | 3  | 3  | 3  | 3  | 4  | 3  | 3   | 3   | 35            |
| 25               | 3               | 3  | 3  | 4  | 4  | 4  | 3  | 4  | 2  | 4   | 4   | 38            |
| 26               | 4               | 3  | 3  | 3  | 3  | 4  | 4  | 4  | 4  | 4   | 4   | 40            |
| 27               | 4               | 4  | 4  | 3  | 3  | 4  | 4  | 4  | 4  | 4   | 5   | 43            |
| 28               | 4               | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 5  | 4   | 4   | 47            |
| 29               | 4               | 4  | 5  | 4  | 4  | 4  | 5  | 4  | 4  | 3   | 4   | 45            |
| 30               | 5               | 5  | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 5   | 4   | 49            |
| 31               | 5               | 5  | 5  | 4  | 5  | 5  | 4  | 4  | 5  | 3   | 4   | 49            |
| 32               | 3               | 3  | 3  | 1  | 3  | 3  | 3  | 3  | 1  | 3   | 3   | 29            |
| 33               | 2               | 3  | 3  | 4  | 4  | 4  | 4  | 4  | 4  | 3   | 4   | 39            |



|    |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|----|
| 34 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 38 |
| 35 | 4 | 4 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 36 |
| 36 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 38 |
| 37 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 46 |
| 38 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 3 | 4 | 44 |
| 39 | 3 | 3 | 3 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 42 |
| 40 | 3 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 45 |
| 41 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 38 |
| 42 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 46 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 45 |
| 44 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 50 |
| 45 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 46 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 47 |
| 47 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 42 |
| 48 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 48 |
| 49 | 4 | 4 | 5 | 3 | 3 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 54 |
| 51 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 47 |
| 52 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 49 |
| 53 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 50 |
| 54 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 55 |
| 55 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 51 |
| 56 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 54 |
| 57 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 50 |
| 58 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 51 |
| 59 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 46 |
| 60 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 34 |
| 62 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 34 |
| 63 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 45 |
| 64 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 65 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 33 |
| 66 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 44 |
| 67 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 42 |
| 68 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 53 |
| 69 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 42 |
| 70 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 5 | 5 | 30 |
| 71 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 5 | 5 | 30 |

|     |   |   |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|---|---|----|
| 72  | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 42 |
| 73  | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 4 | 42 |
| 74  | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| 75  | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 37 |
| 76  | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 45 |
| 77  | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 2 | 4 | 4 | 37 |
| 78  | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 79  | 4 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 43 |
| 80  | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 41 |
| 81  | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 3 | 29 |
| 82  | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 30 |
| 83  | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 84  | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | 28 |
| 85  | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 86  | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 38 |
| 87  | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 88  | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 4 | 3 | 4 | 4 | 35 |
| 89  | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 90  | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 38 |
| 91  | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 49 |
| 92  | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 3 | 4 | 49 |
| 93  | 3 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 1 | 3 | 3 | 29 |
| 94  | 2 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 95  | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 38 |
| 96  | 4 | 4 | 3 | 2 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 36 |
| 97  | 2 | 3 | 4 | 1 | 3 | 3 | 3 | 1 | 1 | 3 | 2 | 26 |
| 98  | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 99  | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 46 |
| 100 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |

SUMATERA UTARA MEDAN

## Lampiran 5

### SKOR TOTAL VARIABEL MOTIVASI

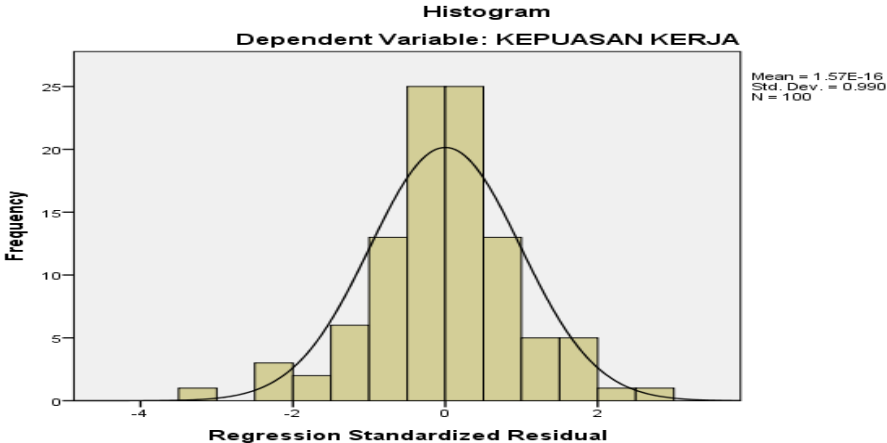
| No.<br>Responde<br>n | MOTIVASI (X2) |    |    |    |    |    |    |    |    | Skor<br>Total |
|----------------------|---------------|----|----|----|----|----|----|----|----|---------------|
|                      | P1            | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |               |
| 1                    | 3             | 3  | 5  | 3  | 3  | 4  | 3  | 3  | 3  | 30            |
| 2                    | 3             | 1  | 5  | 3  | 3  | 4  | 2  | 3  | 4  | 28            |
| 3                    | 3             | 3  | 5  | 3  | 3  | 4  | 3  | 3  | 3  | 30            |
| 4                    | 4             | 4  | 5  | 5  | 5  | 4  | 4  | 5  | 5  | 41            |
| 5                    | 4             | 5  | 4  | 5  | 4  | 5  | 4  | 5  | 4  | 40            |
| 6                    | 4             | 4  | 4  | 5  | 5  | 4  | 5  | 4  | 4  | 39            |
| 7                    | 4             | 4  | 5  | 4  | 5  | 4  | 4  | 4  | 4  | 38            |
| 8                    | 4             | 4  | 4  | 5  | 5  | 5  | 5  | 4  | 4  | 40            |
| 9                    | 4             | 5  | 4  | 4  | 5  | 3  | 3  | 4  | 4  | 36            |
| 10                   | 4             | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 5  | 39            |
| 11                   | 4             | 4  | 4  | 5  | 5  | 5  | 4  | 4  | 4  | 39            |
| 12                   | 4             | 4  | 4  | 5  | 4  | 4  | 5  | 4  | 4  | 38            |
| 13                   | 4             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 36            |
| 14                   | 4             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 36            |
| 15                   | 4             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 36            |
| 16                   | 4             | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 4  | 36            |
| 17                   | 4             | 4  | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 35            |
| 18                   | 2             | 2  | 4  | 3  | 3  | 4  | 3  | 4  | 4  | 29            |
| 19                   | 4             | 4  | 4  | 2  | 3  | 4  | 4  | 4  | 4  | 33            |
| 20                   | 4             | 4  | 4  | 4  | 3  | 4  | 4  | 3  | 3  | 33            |
| 21                   | 5             | 5  | 4  | 4  | 4  | 4  | 4  | 4  | 5  | 39            |
| 22                   | 4             | 4  | 4  | 3  | 4  | 2  | 4  | 4  | 4  | 33            |
| 23                   | 4             | 2  | 4  | 3  | 4  | 4  | 2  | 2  | 2  | 27            |
| 24                   | 3             | 3  | 5  | 3  | 3  | 4  | 3  | 4  | 4  | 32            |
| 25                   | 4             | 1  | 4  | 5  | 4  | 4  | 3  | 3  | 3  | 31            |
| 26                   | 4             | 4  | 4  | 4  | 5  | 5  | 4  | 4  | 4  | 38            |
| 27                   | 4             | 4  | 4  | 4  | 4  | 5  | 5  | 5  | 5  | 40            |
| 28                   | 4             | 5  | 4  | 4  | 4  | 5  | 4  | 5  | 4  | 39            |
| 29                   | 4             | 4  | 4  | 3  | 4  | 4  | 4  | 4  | 4  | 35            |
| 30                   | 3             | 4  | 4  | 4  | 5  | 4  | 4  | 4  | 2  | 34            |
| 31                   | 4             | 5  | 4  | 4  | 5  | 4  | 5  | 4  | 5  | 40            |
| 32                   | 4             | 4  | 5  | 5  | 4  | 4  | 4  | 4  | 4  | 38            |

|    |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|----|
| 33 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 36 |
| 34 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 39 |
| 35 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 36 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 37 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 30 |
| 38 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 36 |
| 39 | 3 | 3 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 32 |
| 40 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 38 |
| 41 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 32 |
| 42 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 41 |
| 43 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 39 |
| 44 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 37 |
| 45 | 3 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 36 |
| 46 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 32 |
| 47 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 33 |
| 48 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 39 |
| 49 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 39 |
| 50 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 5 | 38 |
| 51 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 37 |
| 52 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 40 |
| 53 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 38 |
| 54 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 39 |
| 55 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 40 |
| 56 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 40 |
| 57 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 39 |
| 58 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 40 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 44 |
| 62 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 41 |
| 63 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 41 |
| 64 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 31 |
| 65 | 3 | 3 | 5 | 2 | 2 | 4 | 4 | 4 | 4 | 31 |
| 66 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 41 |
| 67 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 68 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 39 |
| 69 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 38 |
| 70 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |

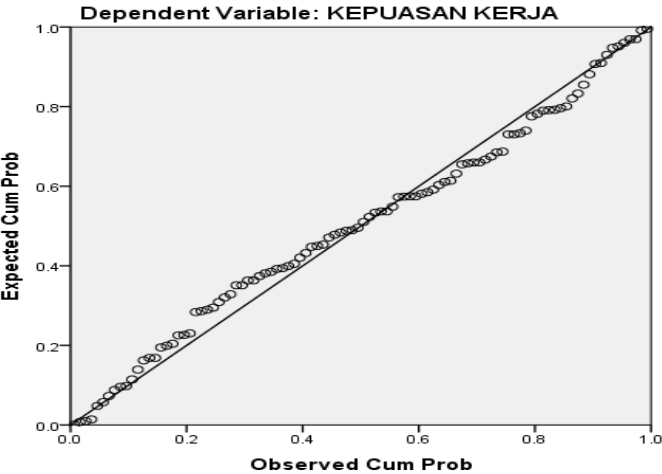
|     |   |   |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|---|---|----|
| 71  | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 35 |
| 72  | 5 | 2 | 5 | 2 | 4 | 5 | 5 | 4 | 5 | 37 |
| 73  | 5 | 2 | 5 | 2 | 4 | 5 | 5 | 4 | 5 | 37 |
| 74  | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 75  | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 41 |
| 76  | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 39 |
| 77  | 3 | 3 | 5 | 3 | 2 | 5 | 3 | 4 | 4 | 32 |
| 78  | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 79  | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 37 |
| 80  | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 30 |
| 81  | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 33 |
| 82  | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 29 |
| 83  | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 30 |
| 84  | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 30 |
| 85  | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 29 |
| 86  | 3 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 29 |
| 87  | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 29 |
| 88  | 4 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 32 |
| 89  | 4 | 2 | 5 | 3 | 3 | 4 | 4 | 3 | 5 | 33 |
| 90  | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 32 |
| 91  | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 33 |
| 92  | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 39 |
| 93  | 4 | 4 | 4 | 3 | 4 | 2 | 4 | 4 | 4 | 33 |
| 94  | 4 | 2 | 4 | 3 | 2 | 4 | 4 | 2 | 2 | 27 |
| 95  | 3 | 3 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 32 |
| 96  | 4 | 1 | 4 | 5 | 4 | 4 | 3 | 3 | 3 | 31 |
| 97  | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 38 |
| 98  | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 40 |
| 99  | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 100 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 35 |

Lampiran 6

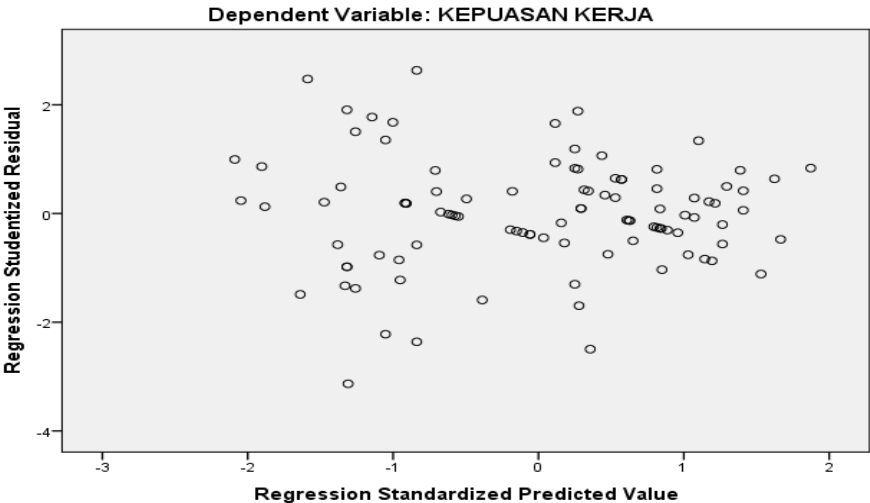
HASIL UJI SPSS  
TAHAP I



Normal P-P Plot of Regression Standardized Residual



Scatterplot



**One-Sample Kolmogorov-Smirnov Test**

|   |                                  |                   | Unstandardized Residual |
|---|----------------------------------|-------------------|-------------------------|
| N |                                  |                   | 100                     |
| N | Normal Parameters <sup>a,b</sup> | Mean              | 0E-7                    |
|   |                                  | Std. Deviation    | 2.80000311              |
|   | Most Extreme Differences         | Absolute Positive | .072                    |
|   |                                  |                   | .061                    |
|   |                                  | Negative          | -.072                   |
|   | Kolmogorov-Smirnov Z             |                   | .718                    |
|   | Asymp. Sig. (2-tailed)           |                   | .681                    |

a. Test distribution is Normal.

b. Calculated from data.

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

| Model      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| (Constant) | 12.624                      | 2.556      |                           | 4.938 | .000 |                         |       |
| KOMPENSASI | .134                        | .046       | .273                      | 2.936 | .004 | .822                    | 1.217 |
| KINERJA    | .309                        | .075       | .384                      | 4.124 | .000 | .822                    | 1.217 |

a. Dependent Variable: KEPUASAN KERJA

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .557 <sup>a</sup> | .310     | .296              | 2.829                      | 1.621         |

a. Predictors: (Constant), KINERJA, KOMPENSASI

a. Dependent Variable: KEPUASAN KERJA

ANOVA<sup>a</sup>

| Model      | Sum of Squares | Df | Mean Square | F      | Sig.              |
|------------|----------------|----|-------------|--------|-------------------|
| Regression | 349.228        | 2  | 174.614     | 21.822 | .000 <sup>b</sup> |
| 1Residual  | 776.162        | 97 | 8.002       |        |                   |
| Total      | 1125.390       | 99 |             |        |                   |

a. Dependent Variable: KEPUASAN KERJA

b. Predictors: (Constant), KINERJA, KOMPENSASI

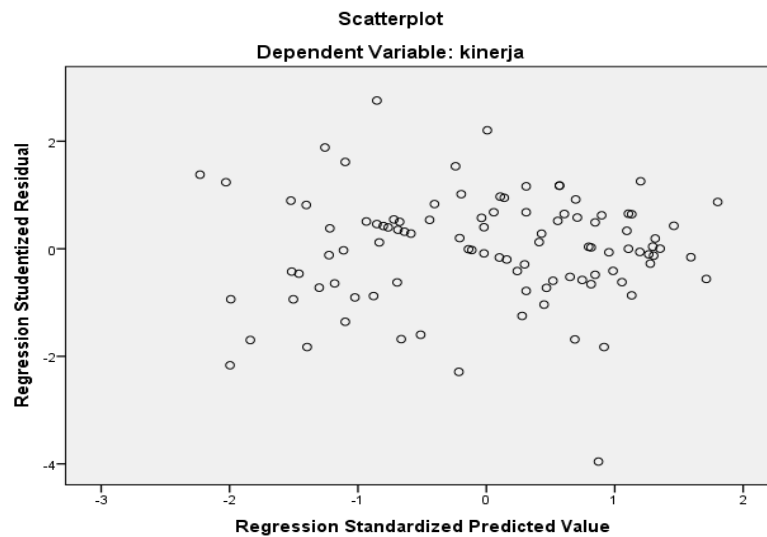
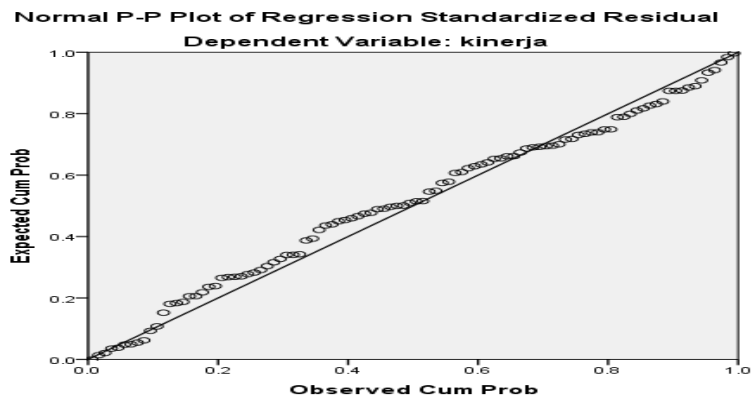
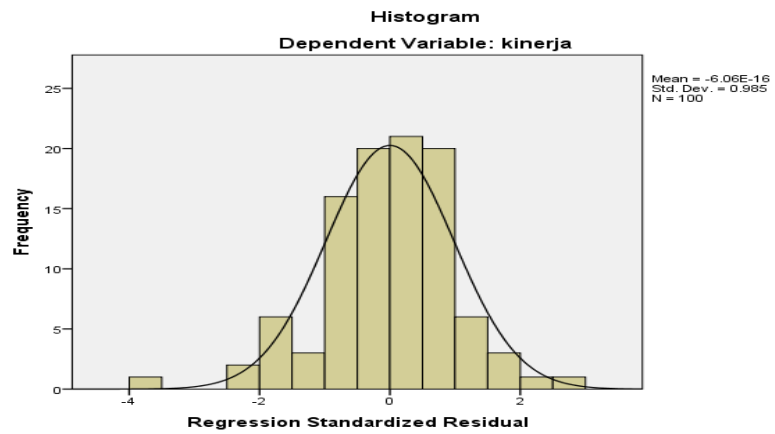


UNIVERSITAS ISLAM NEGERI  
SUMATERA UTARA MEDAN



## Lampiran 7

### HASIL UJI SPSS TAHAP II



**One-Sample Kolmogorov-Smirnov Test**

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 100                     |
| Normal Parameters <sup>a,b</sup> | Mean           | 0E-7                    |
|                                  | Std. Deviation | 6.12227737              |
| Most Extreme Differences         | Absolute       | .075                    |
|                                  | Positive       | .058                    |
|                                  | Negative       | -.075                   |
| Kolmogorov-Smirnov Z             |                | .749                    |
| Asymp. Sig. (2-tailed)           |                | .629                    |

- a. Test distribution is Normal.  
b. Calculated from data.

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

| Model           | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                 | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
|                 | (Constant)                  | 24.111     | 6.285                     |       |      |                         | 3.836 |
| 1<br>Kompensasi | .277                        | .105       | .260                      | 2.634 | .010 | .755                    | 1.325 |
| Motivasi        | .755                        | .178       | .433                      | 4.230 | .000 | .699                    | 1.431 |
| Kepuasan kerja  | -.201                       | .223       | -.093                     | -.901 | .370 | .690                    | 1.450 |

- a. Dependent Variable: kinerja

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .545 <sup>a</sup> | .297     | .275              | 6.217                      | .909          |

- a. Predictors: (Constant), kompensasi, motivasi, kepuasan kerja  
b. Dependent Variable: kinerja

**SUMATERA UTARA MEDAN**  
**ANOVA<sup>a</sup>**

| Model         | Sum of Squares | Df | Mean Square | F      | Sig.              |
|---------------|----------------|----|-------------|--------|-------------------|
| Regression    | 1569.254       | 3  | 523.085     | 13.533 | .000 <sup>b</sup> |
| 1<br>Residual | 3710.746       | 96 | 38.654      |        |                   |
| Total         | 5280.000       | 99 |             |        |                   |

- a. Dependent Variable: kinerja
- b. Predictors: (Constant), kompensasi, motivasi, kepuasan kerja,



UNIVERSITAS ISLAM NEGERI  
SUMATERA UTARA MEDAN