

**LAMPIRAN 1**  
**KUESIONER PENELITIAN**

**Pengaruh Kompensasi Non-Finansial Dan Lingkungan Kerja Terhadap  
Kinerja SDM Melalui Motivasi Kerja Pada SD N Di Kecamatan Kayen  
Kabupaten Pati**

Dalam rangka menyelesaikan Tugas Akhir di Jurusan Manajemen Fakultas Ekonomi Universitas Islam Sultan Agung Semarang, saya bermaksud mengadakan penelitian terhadap Bapak / Ibu guru. Tujuan penelitian ini adalah untuk mengetahui pengaruh kompensasi non finansial, dan lingkungan kerja melalui Motivasi Kerja terhadap kinerja guru.

Berkaitan dengan hal tersebut, saya mohon bantuan Bapak / Ibu untuk menjawab pertanyaan dalam kuesioner penelitian ini dengan sebaik-baiknya. Kuesioner ini bukan sebuah tes, sehingga tidak ada jawaban benar atau salah. Jawaban yang paling baik adalah yang sesuai dengan keadaan diri Bapak / Ibu yang sebenarnya. Jawaban yang Bapak / Ibu berikan semata-mata demi kepentingan ilmu pengetahuan dan peneliti menjamin kerahasiaannya. Jawaban Bapak / Ibu juga tidak akan mempengaruhi nilai Bapak / Ibu atau nama baik instansi atau sekolah.

Atas bantuan Bapak / Ibu, saya ucapkan terima kasih.

Semarang, 14 September 2018

Hormat saya,

Muhammad Ridwan  
Nim : 30401411347

### Identitas Responden

- a. No. Responden : ..... (Diisi Penulis)
- b. Jenis Kelamin : Laki-laki  Perempuan
- c. Umur : 22-34 th  35-47 th  48-60 th
- d. Pendidikan Terakhir : Diploma  S1  S2
- e. Masa Kerja : 0-10 th  11-20 th  > 20 th
- f. Status : Menikah  Belum Menikah

### Petunjuk Pengisian

1. Sebelum mengisi pertanyaan berikut, kami memohon kesediaan Bapak/Ibu untuk membaca terlebih dahulu petunjuk pengisian.
2. Setiap pertanyaan pilihlah salah satu jawaban yang paling sesuai dengan keadaan Bapak/Ibu, kemudian berikan tanda centang (√) pada kolom yang tersedia.
3. Contoh pengisiannya sebagai berikut :

No.	Pertanyaan/Pernyataan	Pilihan Jawaban				
		STS	TS	R	S	SS
1.	Gaji saya setiap bulan telah mampu memenuhi kebutuhan setiap hari					√

Keterangan :

STS = Sangat Tidak Setuju

TS = Tidak Setuju

R = Ragu

S = Setuju

SS = Sangat Setuju

4. Dimohon setiap pertanyaan/pernyataan dapat diisi dengan seluruhnya.

Kompensasi Non Finansial						
No.	Pertanyaan	Pilihan Jawaban				
		STS	TS	R	S	SS
1.	Saya bekerja disediakan fasilitas yang layak serta lingkungan kerja yang kondusif					
2.	Pujian dari rekan kerja menjadikan semangat bekerja					
3.	Suasana tempat kerja saya terasa nyaman					
4.	Saya diberikan kepercayaan untuk mempertanggung jawabkan tugas-tugas saya					

Lingkungan Kerja						
No.	Pertanyaan	Pilihan Jawaban				
		STS	TS	R	S	SS
1.	Suasana ditempat kerja saya harmonis serta menyenangkan					
2.	Adanya jaminan keamanan di tempat kerja					
3.	Saya merasa tertanggung apabila ada getaran di sekitar tempat kerja					
4.	Rekan kerja saling menghargai satu sama lain					
5.	Lingkungan yang ada memberikan rasa nyaman dan menyenangkan					

Motivasi Kerja						
No.	Pertanyaan	Pilihan Jawaban				
		STS	TS	R	S	SS
1.	Saya berusaha maksimal dalam untuk mencapai keunggulan dalam bekerja					
2.	Siap menerima yang telah di berikan sesuai kesepakatan					
3.	Penghargaan yang diberikan dapat memotivasi untuk bekerja maksimal					
4.	Komunikasi yang baik dengan rekan kerja					
5.	Saya mampu bekerja mandiri dan bekerja lebih baik					

Kinerja SDM						
No.	Pertanyaan	Pilihan Jawaban				
		STS	TS	R	S	SS
1.	Saya selalu berusaha maksimal menyelesaikan tugas-tugas saya					
2.	Saya dapat menyelesaikan kinerja dengan teliti dan tepat					
3.	Terampil dalam menyelesaikan pekerjaan/tugas yang diberikan					
4.	Saya bertanggung jawab sepenuhnya atas segala tugas yang diberikan					

**LAMPIRAN 2**  
**TABULASI RESPONDEN**

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



41	4	4	3	<b>11</b>	4	4	5	5	<b>18</b>
42	3	3	4	<b>10</b>	2	3	4	4	<b>13</b>
43	4	4	3	<b>11</b>	4	3	3	4	<b>14</b>
44	4	4	4	<b>12</b>	3	3	3	3	<b>12</b>
45	4	4	5	<b>13</b>	4	3	3	5	<b>15</b>
46	2	4	4	<b>10</b>	4	2	2	4	<b>12</b>
47	2	4	4	<b>10</b>	4	2	2	5	<b>13</b>
48	3	4	4	<b>11</b>	4	2	4	4	<b>14</b>
49	3	4	3	<b>10</b>	4	4	3	5	<b>16</b>
50	3	4	4	<b>11</b>	4	4	4	4	<b>16</b>
51	2	4	3	<b>9</b>	4	3	4	4	<b>15</b>
52	2	4	2	<b>8</b>	2	2	4	3	<b>11</b>
53	2	4	4	<b>10</b>	4	3	4	5	<b>16</b>
54	2	4	3	<b>9</b>	4	3	4	4	<b>15</b>
55	3	3	4	<b>10</b>	4	3	4	4	<b>15</b>
56	3	4	4	<b>11</b>	4	3	4	4	<b>15</b>
57	4	4	4	<b>12</b>	5	3	4	4	<b>16</b>
58	4	3	3	<b>10</b>	3	3	4	3	<b>13</b>
59	2	3	2	<b>7</b>	2	1	4	3	<b>10</b>
60	5	4	4	<b>13</b>	4	5	4	4	<b>17</b>
61	4	4	3	<b>11</b>	5	5	4	4	<b>18</b>
62	4	3	4	<b>11</b>	4	4	3	3	<b>14</b>
63	4	4	5	<b>13</b>	5	5	4	4	<b>18</b>
64	4	4	5	<b>13</b>	3	3	4	4	<b>14</b>
65	2	3	3	<b>8</b>	3	2	3	3	<b>11</b>
66	4	4	4	<b>12</b>	4	4	3	5	<b>16</b>
67	3	4	4	<b>11</b>	4	3	4	4	<b>15</b>
68	4	5	4	<b>13</b>	5	5	4	4	<b>18</b>
69	4	3	4	<b>11</b>	4	4	3	4	<b>15</b>
70	5	4	4	<b>13</b>	4	4	5	4	<b>17</b>
71	4	5	4	<b>13</b>	5	4	5	5	<b>19</b>
72	3	3	3	<b>9</b>	3	2	3	2	<b>10</b>
73	5	5	5	<b>15</b>	4	4	5	4	<b>17</b>
74	4	4	4	<b>12</b>	4	4	5	4	<b>17</b>
75	2	2	2	<b>6</b>	2	1	3	2	<b>8</b>
76	4	3	3	<b>10</b>	4	3	3	4	<b>14</b>
77	2	3	2	<b>7</b>	3	2	3	3	<b>11</b>
78	4	3	3	<b>10</b>	4	4	3	4	<b>15</b>
79	4	4	3	<b>11</b>	3	4	3	4	<b>14</b>
80	3	3	4	<b>10</b>	3	4	4	4	<b>15</b>
81	4	5	4	<b>13</b>	5	4	4	4	<b>17</b>

82	3	4	4	11	4	3	4	3	14
83	4	4	4	12	4	4	3	4	15
84	4	5	4	13	4	3	4	5	16
85	3	3	4	10	4	3	3	3	13
86	4	4	4	12	4	3	3	4	14
87	4	3	4	11	5	3	3	4	15
88	5	4	5	14	4	3	5	4	16
89	4	4	4	12	4	3	5	4	16
90	5	4	4	13	4	4	3	4	15
91	4	3	4	11	4	4	5	3	16
92	5	5	4	14	4	3	4	4	15
93	4	3	4	11	3	3	2	3	11
94	5	4	4	13	4	3	1	4	12
95	5	4	4	13	4	5	4	3	16
96	4	3	4	11	4	3	1	4	12
97	5	4	5	14	4	5	2	3	14
98	4	4	4	12	3	4	2	4	13
99	3	3	4	10	4	4	3	3	14
100	4	4	3	11	5	5	4	4	18

No.	MK.1	MK.2	MK.3	MK.4	MK	KSDM.1	KSDM.2	KSDM.3	KSDM.4	KSDM
1	5	5	5	5	20	5	5	5	5	20
2	4	4	4	4	16	5	5	5	5	20
3	5	3	4	3	15	3	4	4	4	15
4	5	4	3	4	16	3	4	5	5	17
5	4	5	4	4	17	3	5	3	3	14
6	4	5	4	5	18	4	5	4	5	18
7	4	5	4	4	17	5	4	5	4	18
8	4	3	4	4	15	3	4	5	4	16
9	4	3	4	3	14	3	3	3	3	12
10	4	4	5	4	17	4	5	4	5	18
11	3	4	3	3	13	3	3	4	4	14
12	3	3	2	2	10	3	2	3	3	11
13	4	4	5	5	18	4	5	4	5	18
14	4	5	4	4	17	4	5	5	5	19
15	4	3	4	3	14	4	4	4	3	15
16	4	4	5	4	17	4	5	4	5	18
17	4	3	4	3	14	4	4	3	3	14
18	2	3	2	4	11	3	4	5	5	17
19	4	5	4	5	18	3	2	4	5	14

20	4	4	4	5	17	3	4	3	4	14
21	4	4	4	4	16	5	5	5	5	20
22	4	4	4	4	16	4	4	4	5	17
23	4	5	4	4	17	3	4	3	3	13
24	4	4	4	4	16	4	4	4	4	16
25	4	4	5	4	17	4	4	4	4	16
26	5	5	5	5	20	5	5	5	5	20
27	4	4	4	4	16	5	5	5	5	20
28	5	5	5	5	20	4	4	3	5	16
29	4	4	5	4	17	4	5	4	5	18
30	3	4	3	4	14	4	4	4	3	15
31	4	4	5	4	17	4	4	5	4	17
32	5	5	5	5	20	5	5	5	5	20
33	2	3	3	4	12	4	4	3	3	14
34	4	4	4	4	16	4	5	4	4	17
35	5	5	4	4	18	4	5	4	4	17
36	4	4	5	4	17	4	4	4	4	16
37	5	4	4	3	16	4	4	4	5	17
38	5	4	5	5	19	4	4	4	5	17
39	4	4	5	5	18	4	4	4	5	17
40	4	4	4	3	15	4	4	4	4	16
41	3	3	4	4	14	4	3	4	4	15
42	4	4	5	5	18	4	4	3	5	16
43	4	3	3	5	15	2	3	3	4	12
44	4	4	4	4	16	4	4	5	4	17
45	5	4	5	4	18	4	4	4	4	16
46	5	5	5	5	20	5	5	5	4	19
47	5	4	5	4	18	4	5	5	5	19
48	5	4	5	5	19	5	5	4	4	18
49	4	4	5	5	18	4	4	4	4	16
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51	4	4	4	4	16	4	4	4	4	16
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58	4	3	3	3	13	3	3	3	4	13
59	3	3	3	4	13	4	3	3	4	14
60	3	3	3	4	13	4	3	3	4	14

61	3	3	4	4	14	4	4	3	3	14
62	4	4	3	3	14	4	4	5	5	18
63	4	4	3	3	14	4	4	5	3	16
64	5	5	3	3	16	4	4	5	5	18
65	4	3	3	3	13	4	3	3	4	14
66	4	3	4	4	15	5	4	4	5	18
67	4	4	5	4	17	4	3	4	4	15
68	5	4	5	4	18	5	5	5	5	20
69	4	3	4	4	15	3	4	4	4	15
70	4	4	5	4	17	4	4	4	4	16
71	4	5	5	5	19	5	5	5	4	19
72	3	4	3	3	13	4	3	3	3	13
73	4	4	5	5	18	4	4	4	5	17
74	5	4	5	5	19	4	4	5	5	18
75	3	3	3	2	11	3	2	2	3	10
76	3	3	4	4	14	3	4	4	4	15
77	3	3	3	2	11	3	3	3	3	12
78	4	4	4	3	15	3	4	3	4	14
79	4	4	4	4	16	4	4	3	4	15
80	4	4	3	3	14	4	4	3	4	15
81	4	4	4	5	17	4	4	4	5	17
82	4	4	3	4	15	4	4	3	4	15
83	4	4	4	3	15	4	3	4	3	14
84	4	5	4	4	17	4	4	4	5	17
85	4	4	3	4	15	4	3	3	4	14
86	4	4	4	3	15	4	4	3	4	15
87	4	5	5	4	18	4	4	5	5	18
88	4	4	4	5	17	5	4	4	5	18
89	4	4	4	4	16	5	5	4	5	19
90	4	4	5	4	17	4	3	4	4	15
91	4	4	3	3	14	4	5	4	5	18
92	4	4	3	4	15	5	4	4	5	18
93	4	4	5	3	16	4	4	4	5	17
94	5	4	3	3	15	5	4	4	5	18
95	4	5	3	3	15	4	5	4	4	17
96	3	4	5	4	16	4	3	3	5	15
97	2	4	3	3	12	5	4	3	5	17
98	4	5	5	4	18	5	3	3	5	16
99	4	4	4	3	15	5	5	4	4	18
100	4	4	3	3	14	4	4	3	3	14

**LAMPIRAN 3**  
**ANALISIS DATA**

**Software SPSS 16.0****DESKRIPSI RESPONDEN****Statistics**

Jenis kelamin

N	Valid	100
	Missing	0

**Jenis kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	41	41.0	41.0	41.0
	perempuan	59	59.0	59.0	100.0
	Total	100	100.0	100.0	

**Statistics**

Usia

N	Valid	100
	Missing	0

**Usia**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22-34 (th)	40	40.0	40.0	40.0
	35-47 (th)	42	42.0	42.0	82.0
	48-60 (th)	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

**Statistics**

PendidikanTerakhir

N	Valid	100
	Missing	0

**Pendidikan Terakhir**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	diploma	4	4.0	4.0	4.0
	S1	93	93.0	93.0	97.0
	S2	3	3.0	3.0	100.0
	Total	100	100.0	100.0	

**Statistics**

MasaKerja

N	Valid	100
	Missing	0

**MasaKerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	>20 (th)	42	42.0	42.0	42.0
	0-10 (th)	37	37.0	37.0	79.0
	11-20 (th)	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

**Statistics**

Status

N	Valid	100
	Missing	0

**Status**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Belum Menikah	21	21.0	21.0	21.0
	Menikah	79	79.0	79.0	100.0
	Total	100	100.0	100.0	

**DESKRIPSI VARIABEL KOMPENSASI NON FINANSIAL (KNF)****Statistics**

		KNF.1	KNF.2	KNF.3	KNF.4
N	Valid	100	100	100	100
	Missing	0	0	0	0
	Mean	3.64	3.79	3.80	4.02
	Median	4.00	4.00	4.00	4.00
	Mode	4	4	4	4
	Std. Deviation	.916	.715	.778	.710
	Minimum	1	2	2	2
	Maximum	5	5	5	5
	Sum	364	379	380	402



**KNF.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.0	2.0	2.0
2	11	11.0	11.0	13.0
3	21	21.0	21.0	34.0
4	53	53.0	53.0	87.0
5	13	13.0	13.0	100.0
Total	100	100.0	100.0	

**KNF.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	3.0	3.0	3.0
3	29	29.0	29.0	32.0
4	54	54.0	54.0	86.0
5	14	14.0	14.0	100.0
Total	100	100.0	100.0	

**KNF.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	7	7.0	7.0	7.0
3	21	21.0	21.0	28.0
4	57	57.0	57.0	85.0

5	15	15.0	15.0	100.0
Total	100	100.0	100.0	

**KNF.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.0	1.0	1.0
3	21	21.0	21.0	22.0
4	53	53.0	53.0	75.0
5	25	25.0	25.0	100.0
Total	100	100.0	100.0	

**DESKRIPSI VARIABEL LINGKUNGAN KERJA (LK)****Statistics**

	LK.1	LK.2	LK.3	LK.4	LK.5
N Valid	100	100	100	100	100
Missing	0	0	0	0	0
Mean	3.79	3.57	3.71	3.85	3.84
Median	4.00	4.00	4.00	4.00	4.00
Mode	4	3 <sup>a</sup>	4	4	4
Std. Deviation	.782	.967	.902	.730	.692
Minimum	1	1	1	2	2
Maximum	5	5	5	5	5
Sum	379	357	371	385	384

## LK.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	1.0	1.0	1.0
2	6	6.0	6.0	7.0
3	19	19.0	19.0	26.0
4	61	61.0	61.0	87.0
5	13	13.0	13.0	100.0
Total	100	100.0	100.0	

## LK.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.0	2.0	2.0
2	10	10.0	10.0	12.0
3	35	35.0	35.0	47.0
4	35	35.0	35.0	82.0
5	18	18.0	18.0	100.0
Total	100	100.0	100.0	

## LK.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	2	2.0	2.0	2.0
2	6	6.0	6.0	8.0
3	29	29.0	29.0	37.0

4	45	45.0	45.0	82.0
5	18	18.0	18.0	100.0
Total	100	100.0	100.0	

## LK.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	4.0	4.0	4.0
	3	23	23.0	23.0	27.0
	4	57	57.0	57.0	84.0
	5	16	16.0	16.0	100.0
	Total	100	100.0	100.0	

## LK.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	5.0	5.0	5.0
	3	18	18.0	18.0	23.0
	4	65	65.0	65.0	88.0
	5	12	12.0	12.0	100.0
	Total	100	100.0	100.0	

### DESKRIPSI VARIABEL MOTIVASI KERJA (MK)

#### Statistics

		MK.1	MK.2	MK.3	MK.4	MK.5
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		4.01	3.98	4.05	3.90	3.98
Median		4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4
Std. Deviation		.659	.619	.809	.759	.666
Minimum		2	3	2	2	2
Maximum		5	5	5	5	5
Sum		401	398	405	390	398

#### MK.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	12	12.0	12.0	15.0
	4	66	66.0	66.0	81.0
	5	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

**MK.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	20	20.0	20.0	20.0
	4	62	62.0	62.0	82.0
	5	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

**MK.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.0	2.0	2.0
	3	24	24.0	24.0	26.0
	4	41	41.0	41.0	67.0
	5	33	33.0	33.0	100.0
	Total	100	100.0	100.0	

**MK.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	25	25.0	25.0	28.0
	4	51	51.0	51.0	79.0
	5	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

**MK.5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	14	14.0	14.0	17.0
	4	65	65.0	65.0	82.0
	5	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

**DESKRIPSI VARIABEL KINERJA SUMBER DAYA MANUSIA (KSDM)****Statistics**

		KSDM.1	KSDM.2	KSDM.3	KSDM.4
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		4.02	4.03	3.93	4.26
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.651	.745	.742	.705
Minimum		2	2	2	3
Maximum		5	5	5	5
Sum		402	403	393	426

**KSDM.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	17	17.0	17.0	18.0
	4	61	61.0	61.0	79.0
	5	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

**KSDM.2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	3.0	3.0	3.0
	3	17	17.0	17.0	20.0
	4	54	54.0	54.0	74.0
	5	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

**KSDM.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.0	1.0
	3	28	28.0	28.0	29.0
	4	48	48.0	48.0	77.0
	5	23	23.0	23.0	100.0
	Total	100	100.0	100.0	



**KSDM.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	15	15.0	15.0	15.0
4	44	44.0	44.0	59.0
5	41	41.0	41.0	100.0
Total	100	100.0	100.0	

**VALIDITAS****1. KOMPENSASI NON FINANSIAL (KNF)****Correlations**

		KNF.1	KNF.2	KNF.3	KNF.4	KNF
KNF.1	Pearson Correlation	1	.439**	.507**	.322**	.783**
	Sig. (2-tailed)		.000	.000	.001	.000
	N	100	100	100	100	100
KNF.2	Pearson Correlation	.439**	1	.432**	.406**	.736**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	100	100	100	100	100
KNF.3	Pearson Correlation	.507**	.432**	1	.482**	.800**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100

KNF.4	Pearson Correlation	.322**	.406**	.482**	1	.706**
	Sig. (2-tailed)	.001	.000	.000		.000
	N	100	100	100	100	100
KNF	Pearson Correlation	.783**	.736**	.800**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

## 2. LINGKUNGAN KERJA (LK)

### Correlations

		LK.1	LK.2	LK.3	LK.4	LK.5	LK
LK.1	Pearson Correlation	1	.494**	.285**	.510**	.366**	.748**
	Sig. (2-tailed)		.000	.004	.000	.000	.000
	N	100	100	100	100	100	100
LK.2	Pearson Correlation	.494**	1	.377**	.394**	.379**	.783**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
LK.3	Pearson Correlation	.285**	.377**	1	.240	.151	.618**
	Sig. (2-tailed)	.004	.000		.016	.133	.000
	N	100	100	100	100	100	100
LK.4	Pearson Correlation	.510**	.394**	.240	1	.472**	.717**
	Sig. (2-tailed)	.000	.000	.016		.000	.000
	N	100	100	100	100	100	100

LK.5	Pearson Correlation	.366**	.379**	.151	.472**	1	.638**
	Sig. (2-tailed)	.000	.000	.133	.000		.000
	N	100	100	100	100	100	100
LK	Pearson Correlation	.748**	.783**	.618**	.717**	.638**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

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

### 3. MOTIVASI KERJA (MK)

#### Correlations

		MK.1	MK.2	MK.3	MK.4	MK.5	MK
MK.1	Pearson Correlation	1	.446**	.492**	.285**	.323**	.701**
	Sig. (2-tailed)		.000	.000	.004	.001	.000
	N	100	100	100	100	100	100
MK.2	Pearson Correlation	.446**	1	.365**	.361**	.415**	.699**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100
MK.3	Pearson Correlation	.492**	.365**	1	.568**	.302**	.791**
	Sig. (2-tailed)	.000	.000		.000	.002	.000
	N	100	100	100	100	100	100
MK.4	Pearson Correlation	.285**	.361**	.568**	1	.316**	.731**
	Sig. (2-tailed)	.004	.000	.000		.001	.000
	N	100	100	100	100	100	100

MK.5	Pearson Correlation	.323**	.415**	.302**	.316**	1	.643**
	Sig. (2-tailed)	.001	.000	.002	.001		.000
	N	100	100	100	100	100	100
MK	Pearson Correlation	.701**	.699**	.791**	.731**	.643**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100

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

#### 4. KINERJA SUMBER DAYA MANUSIA (KSDM)

##### Correlations

		KSDM.1	KSDM.2	KSDM.3	KSDM.4	KSDM
KSDM.1	Pearson Correlation	1	.499**	.379**	.341**	.721**
	Sig. (2-tailed)		.000	.000	.001	.000
	N	100	100	100	100	100
KSDM.2	Pearson Correlation	.499**	1	.516**	.350**	.793**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	100	100	100	100	100
KSDM.3	Pearson Correlation	.379**	.516**	1	.440**	.786**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
KSDM.4	Pearson Correlation	.341**	.350**	.440**	1	.707**
	Sig. (2-tailed)	.001	.000	.000		.000
	N	100	100	100	100	100

KSDM	Pearson Correlation	.721**	.793**	.786**	.707**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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

## RELIABILITAS

### 1. KOMPENSASI NON FINANSIAL (KNF)

#### Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded <sup>a</sup>	0	.0
	Total	100	100.0

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

#### Reliability Statistics

Cronbach's Alpha	N of Items
.800	5

#### Item Statistics

	Mean	Std. Deviation	N
KNF.1	3.64	.916	100
KNF.2	3.79	.715	100
KNF.3	3.80	.778	100
KNF.4	4.02	.710	100
KNF	15.25	2.367	100

## 2. LINGKUNGAN KERJA (LK)

### Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded <sup>a</sup>	0	.0
	Total	100	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.777	6

### Item Statistics

	Mean	Std. Deviation	N
LK.1	3.7900	.78232	100
LK.2	3.5700	.96667	100
LK.3	3.7100	.90224	100
LK.4	3.8500	.72995	100
LK.5	3.8400	.69224	100
LK	18.7600	2.86434	100

## 3. MOTIVASI KERJA (MK)

### Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded <sup>a</sup>	0	.0

Total	100	100.0
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a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	N of Items
.782	6

#### Item Statistics

	Mean	Std. Deviation	N
MK.1	4.0100	.65897	100
MK.2	3.9800	.61922	100
MK.3	4.0500	.80873	100
MK.4	3.9000	.75879	100
MK.5	3.9800	.66636	100
MK	19.9200	2.51733	100

#### 4. KINERJA SUMBER DAYA MANUSIA (KSDM)

##### Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded <sup>a</sup>	0	.0
	Total	100	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.799	5

**Item Statistics**

	Mean	Std. Deviation	N
KSDM.1	4.0200	.65103	100
KSDM.2	4.0300	.74475	100
KSDM.3	3.9300	.74203	100
KSDM.4	4.2600	.70525	100
KSDM	16.2400	2.14203	100

**MODEL REGRESI 1****Variables Entered/Removed<sup>p</sup>**

Model	Variables Entered	Variables Removed	Method
1	LK, KNF <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: MK

**Model Summary<sup>p</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.491 <sup>a</sup>	.241	.226	2.21531

a. Predictors: (Constant), LK, KNF

b. Dependent Variable: MK



**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	151.323	2	75.661	15.417	.000 <sup>a</sup>
	Residual	476.037	97	4.908		
	Total	627.360	99			

a. Predictors: (Constant), LK, KNF

b. Dependent Variable: MK

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.230	1.600		7.020	.000
	KNF	.170	.126	.160	1.349	.180
	LK	.325	.104	.369	3.111	.002

a. Dependent Variable: MK

**MODEL REGRESI 2****Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	MK, KNF, LK <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: KSDM

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.669 <sup>a</sup>	.447	.430	1.61766

a. Predictors: (Constant), MK, KNF, LK

b. Dependent Variable: KSDM

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	203.024	3	67.675	25.861	.000 <sup>a</sup>
	Residual	251.216	96	2.617		
	Total	454.240	99			

a. Predictors: (Constant), MK, KNF, LK

b. Dependent Variable: KSDM

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.839	1.434		2.676	.009
	KNF	.142	.093	.157	1.529	.130
	LK	.058	.080	.077	.721	.473
	MK	.459	.074	.540	6.195	.000

a. Dependent Variable: KSDM