



**DAFTAR PERTANYAAN (KUESIONER)
ANALISIS PENNGARUH KOMPENSASI DAN
LINGKUNGAN KERJA TERHADAP TURNOVER
INTENTION DAN KINERJA SDM**

Hal : Permohonan Pengisian Kuesioner

Semarang , 8 Mei 2019

Kepada Yth :

Bapak/Ibu Responden

Di tempat

Dalam rangka penyelesaian penyusunan Skripsi jurusan Manajemen Universitas Islam Sultan Agung saya bermaksud untuk melakukan penelitian dengan judul “ANALISIS PENNGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP TURNOVER INTENTION DAN KINERJA SDM”.

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. Untuk mendapatkan data yang maksimal maka saya mengharapkan partisipasi bapak/ibu untuk menjawab beberapa pertanyaan dengan sebaik baiknya sesuai pengetahuan dan pengalaman yang dimiliki, dan ini tidak mempengaruhi penilaian perusahaan terhadap kinerja anda.

Sebelumnya saya ucapkan terimakasih banyak atas kesediaan Bpk/Ibu yang telah membantu penelitian ini.

Diketahui,

Dosen Pembimbing

Hormat Saya

Drs. Agus Wachjutomo, MSi

Muhammad Asrori

Identitas Responden

a. No. Responden : (Diisi Penulis)

b. Jenis Kelamin : Laki-laki Perempuan

c. Umur : 17-20 th 21-30 th 30> th

d. Pendidikan Terakhir : SD SMP/SLTP SMA/SMK

Diploma

e. Masa Kerja : ≤ 2 th 2-5 th $5 \geq$ th

f. Status : Menikah Belum Menikah

Pernah Menikah

Petunjuk Pengisian

1. Sebelum mengisi pernyataan berikut, kami memohon kesediaan Bapak/Ibu untuk membaca terlebih dahulu petunjuk pengisian.

2. Setiap pernyataan pilihlah salah satu jawaban yang paling sesuai dengan keadaan Bapak/Ibu, kemudian berikan tanda centang (\surd) pada kolom yang tersedia.

Keterangan:

STS = sangat tidak setuju

TS = tidak setuju

KS = kurang setuju

S = setuju

SS = sangat setuju

Atas partisipasi dan kerjasamanya, saya mengucapkan terima kasih

Kinerja Sdm						
No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Saya teliti dan mampu bekerja sesuai standar perusahaan					
2	Saya dapat menyelesaikan pekerjaan sesuai dengan target yang ditentukan					
3	Saya mampu menyelesaikan pekerjaan tepat waktu					
4	Saya dapat dengan cepat menyesuaikan diri pada setiap keputusan-keputusan baru yang diambil instansi					
5	Saya dapat mengatasi permasalahan yang ada					

Turnover Intention						
No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Saya Pernah Memikirkan untuk keluar dari perusahaan					
2	Saya Ingin melakukan Pencarian alternatif pekerjaan					
3	Saya pernah merasa punya Niat untuk keluar/pindah kerja					

Kompensasi						
No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Kompensasi yang saya terima layak, sesuai dengan UMK yang berlaku					
2	Saya mendapatkan upah/gaji sesuai dengan kesepakatan kerja					
3	Perusahaan memberikan kompensasi serta tunjangan berdasarkan tanggung jawab dan beban kerja					

Lingkungan kerja						
No	Pernyataan	Pilihan Jawaban				
		STS	TS	KS	S	SS
1	Penerangan di tempat kerja saya bagus					
2	Suhu udara di tempat kerja saya stabil					
3	Ada Suara bising di tempat kerja					
4	Penggunaan warna di perusahaan terasa nyaman					
5	Jaminan Keamanan kerja di tempat kerja saya bagus					
6	Hubungan karyawan di tempat kerja saya harmonis					

Lampiran 1

Karakteristik Responden

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	laki-laki	22	22.0	31.0	31.0
	perempuan	49	49.0	69.0	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17-20	30	30.0	42.3	42.3
	21-30	18	18.0	25.4	67.6
	31-40	19	19.0	26.8	94.4
	>41	4	4.0	5.6	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

Masakerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<2	20	20.0	28.2	28.2
	2-5	17	17.0	23.9	52.1
	5-10	14	14.0	19.7	71.8
	>11	20	20.0	28.2	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	41	41.0	57.7	57.7
	SMP	22	22.0	31.0	88.7
	SD	8	8.0	11.3	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

Frekuensi Jawaban

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.0	1.4	1.4
	2	5	5.0	7.0	8.5
	3	13	13.0	18.3	26.8
	4	37	37.0	52.1	78.9
	5	15	15.0	21.1	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	8	8.0	11.3	11.3
	3	18	18.0	25.4	36.6
	4	33	33.0	46.5	83.1
	5	12	12.0	16.9	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.0	2.8	2.8
	2	3	3.0	4.2	7.0
	3	13	13.0	18.3	25.4
	4	41	41.0	57.7	83.1
	5	12	12.0	16.9	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	5.0	7.0	7.0
	3	12	12.0	16.9	23.9
	4	29	29.0	40.8	64.8
	5	25	25.0	35.2	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	7.0	9.9	9.9
	3	12	12.0	16.9	26.8
	4	32	32.0	45.1	71.8
	5	20	20.0	28.2	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.0	1.4	1.4
	2	29	29.0	40.8	42.3
	3	9	9.0	12.7	54.9
	4	20	20.0	28.2	83.1
	5	12	12.0	16.9	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	11	11.0	15.5	15.5
	3	24	24.0	33.8	49.3
	4	25	25.0	35.2	84.5
	5	11	11.0	15.5	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.0	1.4	1.4
	3	24	24.0	33.8	35.2
	4	36	36.0	50.7	85.9
	5	10	10.0	14.1	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

x2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	13.0	18.3	18.3
	3	17	17.0	23.9	42.3
	4	30	30.0	42.3	84.5
	5	11	11.0	15.5	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.0	2.8	2.8
	3	23	23.0	32.4	35.2
	4	32	32.0	45.1	80.3
	5	14	14.0	19.7	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	5.0	7.0	7.0
	3	23	23.0	32.4	39.4
	4	25	25.0	35.2	74.6
	5	18	18.0	25.4	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	16	16.0	22.5	22.5
	4	36	36.0	50.7	73.2
	5	19	19.0	26.8	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	5.0	7.0	7.0
	2	3	3.0	4.2	11.3
	3	17	17.0	23.9	35.2
	4	36	36.0	50.7	85.9
	5	10	10.0	14.1	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	6.0	8.5	8.5
	2	11	11.0	15.5	23.9
	3	5	5.0	7.0	31.0
	4	37	37.0	52.1	83.1
	5	12	12.0	16.9	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	25	25.0	35.2	35.2
	4	37	37.0	52.1	87.3
	5	9	9.0	12.7	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	14	14.0	19.7	19.7
	3	19	19.0	26.8	46.5
	4	30	30.0	42.3	88.7
	5	8	8.0	11.3	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

y2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	26	26.0	36.6	36.6
	4	30	30.0	42.3	78.9
	5	15	15.0	21.1	100.0
	Total	71	71.0	100.0	
Missing	System	29	29.0		
Total		100	100.0		

UJI VALIDITAS

		x1.1	x1.2	x1.3	x1
x1.1	Pearson Correlation	1	.413**	.362**	.760**
	Sig. (2-tailed)		.000	.002	.000
	N	71	71	71	71
x1.2	Pearson Correlation	.413**	1	.259*	.738**
	Sig. (2-tailed)	.000		.029	.000
	N	71	71	71	71
x1.3	Pearson Correlation	.362**	.259*	1	.698**
	Sig. (2-tailed)	.002	.029		.000
	N	71	71	71	71
x1	Pearson Correlation	.760**	.738**	.698**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	71	71	71	71

		x2.1	x2.2	x2.3	x2.4	x2.5	x2.6	X2
x2.1	Pearson Correlation	1	.486**	.300*	.059	.332**	.137	.621**
	Sig. (2-tailed)		.000	.011	.627	.005	.255	.000
	N	71	71	71	71	71	71	71
x2.2	Pearson Correlation	.486**	1	.249*	.133	.169	.181	.606**
	Sig. (2-tailed)	.000		.036	.270	.159	.131	.000
	N	71	71	71	71	71	71	71
x2.3	Pearson Correlation	.300*	.249*	1	.274*	.256*	.147	.662**
	Sig. (2-tailed)	.011	.036		.021	.031	.220	.000
	N	71	71	71	71	71	71	71
x2.4	Pearson Correlation	.059	.133	.274*	1	.458**	.334**	.609**
	Sig. (2-tailed)	.627	.270	.021		.000	.004	.000
	N	71	71	71	71	71	71	71
x2.5	Pearson Correlation	.332**	.169	.256*	.458**	1	.164	.599**
	Sig. (2-tailed)	.005	.159	.031	.000		.172	.000
	N	71	71	71	71	71	71	71

x2.6	Pearson Correlation	.137	.181	.147	.334**	.164	1	.544**
	Sig. (2-tailed)	.255	.131	.220	.004	.172		.000
	N	71	71	71	71	71	71	71
X2	Pearson Correlation	.621**	.606**	.662**	.609**	.599**	.544**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	71	71	71	71	71	71	71

Correlations

		y1.1	y1.2	y1.3	Y1
y1.1	Pearson Correlation	1	.565**	.250*	.821**
	Sig. (2-tailed)		.000	.035	.000
	N	71	71	71	71
y1.2	Pearson Correlation	.565**	1	.190	.810**
	Sig. (2-tailed)	.000		.113	.000
	N	71	71	71	71
y1.3	Pearson Correlation	.250*	.190	1	.251*
	Sig. (2-tailed)	.035	.113		.035
	N	71	71	71	71
Y1	Pearson Correlation	.821**	.810**	.251*	1
	Sig. (2-tailed)	.000	.000	.035	
	N	71	71	71	71

Correlations

		y2.1	y2.2	y2.3	y2.4	y2.5	Y2
y2.1	Pearson Correlation	1	.373**	.014	-.082	.115	.558**
	Sig. (2-tailed)		.001	.908	.498	.338	.000
	N	71	71	71	71	71	71

y2.2	Pearson Correlation	.373**	1	.000	-.005	.096	.553**
	Sig. (2-tailed)	.001		.994	.968	.428	.000
	N	71	71	71	71	71	71
y2.3	Pearson Correlation	.014	.000	1	.147	.775**	.463**
	Sig. (2-tailed)	.908	.994		.220	.000	.000
	N	71	71	71	71	71	71
y2.4	Pearson Correlation	-.082	-.005	.147	1	.262*	.407**
	Sig. (2-tailed)	.498	.968	.220		.028	.000
	N	71	71	71	71	71	71
y2.5	Pearson Correlation	.115	.096	.775**	.262*	1	.614**
	Sig. (2-tailed)	.338	.428	.000	.028		.000
	N	71	71	71	71	71	71
Y2	Pearson Correlation	.558**	.553**	.463**	.407**	.614**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	71	71	71	71	71	71

HASIL UJI REALIBILITAS

Reliability Statistics

Cronbach's Alpha	N of Items
.782	17

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
x1.1	59.5493	51.965	.160	.786
x1.2	59.6479	50.289	.290	.777
x1.3	59.5493	51.851	.175	.785
x2.1	59.2958	48.583	.432	.767
x2.2	59.4225	48.447	.431	.767
x2.3	60.1549	50.104	.197	.789
x2.4	59.8310	47.914	.464	.764
x2.5	59.5634	48.421	.606	.759
x2.6	59.7887	48.912	.368	.772
y1.1	59.4648	48.795	.571	.761
y1.2	59.4930	47.539	.583	.757
y1.3	59.4225	48.447	.431	.767
y2.1	59.7042	50.983	.189	.786
y2.2	59.7887	49.769	.191	.792
y2.3	59.4648	48.795	.571	.761
y2.4	59.7887	48.912	.368	.772
y2.5	59.4789	47.139	.680	.753

UJI REGRESI BERGANDA

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	X2, x1 ^a		. Enter

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.608 ^a	.370	.351	1.49090

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	88.738	2	44.369	19.961	.000 ^a
	Residual	151.149	68	2.223		
	Total	239.887	70			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.444	1.499		1.631	.108
	x1	-.276	.092	-.290	-3.003	.004
	X2	-.277	.052	-.512	-5.298	.000

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.618 ^a	.382	.354	2.06444

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	176.282	3	58.761	13.787	.000 ^a
	Residual	285.549	67	4.262		
	Total	461.831	70			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.142	2.115		2.431	.018
	x1	.272	.136	.206	2.009	.049
	X2	.223	.086	.297	2.594	.012
	Y1	-.435	.168	-.314	-2.592	.012

UJI SOBEL TEST

Coefficients^a

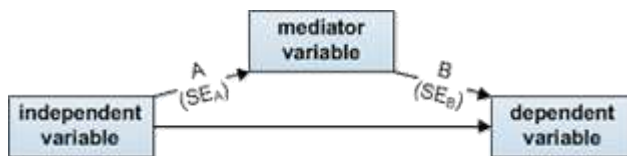
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.268	1.760		5.833	.000
	LK	.362	.079	.482	4.566	.000

a. Dependent Variable: Y2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.348	1.848		3.976	.000
	LK	.202	.087	.269	2.317	.024
	TI	-.551	.161	-.397	-3.415	.001

a. Dependent Variable: Y2



A:	0.482
B:	-0.397
SE_A:	0.079
SE_B:	0.161

Sobel test statistic : -2.28618580
One-tailed probability : 0.01112170
Two-tailed probability : 0.02224339

Coefficients^a

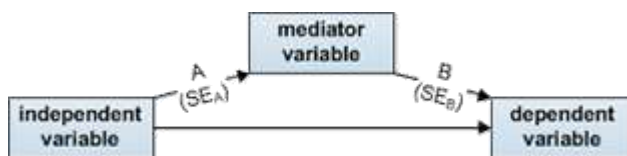
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.196	1.727		7.639	.000
	KMP	.442	.150	.334	2.945	.004

a. Dependent Variable: Y2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.780	1.931		4.028	.000
	KMP	-.230	.140	-.174	-1.640	.106
	TI	-.671	.147	-.483	-4.559	.000

a. Dependent Variable: Y2



Sobel test statistic : -1.84327484
 One-tailed probability : 0.03264445
 Two-tailed probability : 0.06528889

A:	0.334
B:	-0.483
SE_A:	0.150
SE_B:	0.147