



LAMPIRAN

Lampiran 1. Kuesioner Penelitian



KEMENTERIAN PENDIDIKAN, KEBUDAYAAN
RISET DAN TEKNOLOGI
UNIVERSITAS PENDIDIKAN GANESHA
FAKULTAS EKONOMI
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Kepada Yth. Bapak/Ibu/Sdr/I Di Tempat

Dengan hormat,

Saya yang bertandatangan di bawah ini:

Nama : Ni Kadek Nadya Aprillia
NIM : 1817041138
Prodi : S1 Manajemen
Perguruan Tinggi : Universitas Pendidikan Ganesha

Memohon kesediaan dari Bapak/Ibu/Sdr/I untuk dapat berpartisipasi dalam mengisi kuesioner penelitian ini, berkaitan dengan penyusunan skripsi yang saya lakukan dalam rangka menyelesaikan program studi S1 Manajemen, Fakultas Ekonomi, Universitas Pendidikan Ganesha.

Penelitian ini diharapkan dapat memberikan manfaat bagi penulis, pembaca dan instansi terkait. Oleh karena itu, mohon kesediaannya untuk mengisi/menjawab kuesioner ini dengan sejujur-jujurnya. Atas kerja sama yang baik dan kesediaan Bapak/Ibu/Sdr/I dalam mengisi kuesioner ini, saya ucapkan terima kasih.

Singaraja, 14 Januari 2021

H

ormat saya,

Ni Kadek Nadya Aprillia
NIM. 1817041138

KUESIONER PENELITIAN
PENGARUH KOMPENSASI DAN MOTIVASI TERHADAP KEPUASAN
KERJA PADA BURUH TANI DI DESA JINENGDALEM KECAMATAN
BULELENG KABUPATEN BULELENG

No. Responden:

Identitas Responden :

1. Nama
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia Tahun
4. Tingkat Pendidikan: SD SMP SMA

Petunjuk Pengisian Pilihlah jawaban di bawah ini dengan memberi tanda checklist (✓) pada salah satu jawaban yang paling mendekati pendapat anda.

Keterangan :

- SS : Sangat Setuju
S : Setuju
N : Netral
TS : Tidak Setuju
STS : Sangat Tidak Setuju

A. Variabel Kompensasi (X_1)

No	Pernyataan	SS	S	N	TS	STS
1	Saya menerima upah yang sesuai berdasarkan tanggung jawab pekerjaan yang diberikan					
2	Saya menerima insentif dari tempat saya bekerja					
3	Saya mendapatkan tunjangan hari raya sesuai dengan harapan ditempat saya bekerja					

B. Variabel Motivasi (X_2)

No	Pernyataan	SS	S	N	TS	STS
1	Saya mendapatkan kebutuhan fisik berupa bonus apabila saya menyelesaikan pekerjaan melebihi target					
2	Saya mendapatkan kebutuhan rasa aman dan keselamatan seperti tunjangan kesehatan, asuransi kecelakaan ditempat kerja dan perlengkapan keselamatan lainnya					
3	Saya menjalin sosialisasi dengan rekan kerja yang harmonis ditempat saya bekerja					
4	Saya mendapatkan kebutuhan akan penghargaan yang ditunjukan dengan pujian apabila kinerja saya memuaskan					

C. Kepuasan Kerja (Y)

No	Pernyataan	SS	S	N	TS	STS
1	Saya memiliki antusias tinggi dalam melaksanakan pekerjaan					
2	Saya menyelesaikan pekerjaan dengan baik karena adanya					

	pengawasan ditempat kerja					
3	Saya memiliki rekan kerja yang selalu membantu serta menciptakan suasana kerja yang harmonis					



Lampiran 2. Uji Validitas dan Reliabilitas Variabel Kompensasi

A. Data Ordinal Kompensasi

Resp	1	2	3	4	5	6	Total
1	3	4	5	5	4	3	24
2	3	4	4	5	4	4	24
3	3	4	4	4	3	5	23
4	3	3	3	3	3	3	18
5	5	4	4	4	4	4	25
6	5	4	4	3	5	5	26
7	4	4	4	4	4	4	24
8	3	3	3	3	3	3	18
9	3	3	3	3	4	4	20
10	3	3	3	3	4	4	20
11	3	3	3	3	3	3	18
12	3	3	3	3	4	4	20
13	4	5	4	4	4	4	25
14	4	5	5	5	4	4	27
15	4	5	5	5	4	4	27
16	5	5	5	5	5	5	30
17	4	4	4	4	3	3	22
18	4	4	4	4	4	4	24
19	4	4	4	4	3	3	22
20	5	5	5	5	5	5	30
21	4	3	3	3	4	4	21
22	4	3	3	3	4	4	21
23	4	3	3	3	3	3	19
24	3	3	3	3	3	3	18
25	4	4	4	4	3	3	22
26	4	4	4	4	4	4	24
27	4	4	4	4	4	4	24
28	4	4	4	4	4	4	24
29	4	4	4	4	4	4	24
30	4	4	4	4	4	4	24
31	4	5	5	3	4	3	24
32	4	4	5	5	4	5	27
33	4	3	5	2	4	4	22
34	3	3	5	3	3	3	20
35	4	4	4	2	4	4	22
36	4	5	5	5	4	3	26
37	4	4	4	5	4	4	25
38	3	3	5	4	3	3	21
39	3	4	5	4	3	3	22
40	3	4	5	4	3	3	22

41	3	3	3	3	3	3	18
42	3	3	3	3	3	3	18
43	4	4	4	4	4	4	24
44	4	4	4	4	4	3	23
45	3	3	3	3	4	4	20
46	3	3	3	3	4	3	19
47	4	4	4	4	4	4	24
48	4	4	4	4	4	4	24
49	4	4	4	4	3	4	23
50	4	4	4	4	3	4	23
51	3	3	3	3	3	3	18
52	4	4	4	4	3	4	23
53	5	5	5	5	3	5	28
54	3	3	3	3	4	3	19
55	4	4	4	4	5	4	25
56	4	4	4	5	5	4	26
57	4	4	4	4	5	4	25
58	4	4	4	4	4	4	24
59	3	3	4	3	3	3	19
60	3	3	5	3	3	5	22

B. Transformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
	3	22	0.367	0.367	0.376	-0.341	1.000
	4	33	0.550	0.917	0.153	1.383	2.432
	5	5	0.083	1.000	0.000		3.866
2	3	21	0.350	0.350	0.370	-0.385	1.000
	4	31	0.517	0.867	0.215	1.111	2.359
	5	8	0.133	1.000	0.000		3.673
3	3	16	0.267	0.267	0.329	-0.623	1.000
	4	29	0.483	0.750	0.318	0.674	2.255
	5	15	0.250	1.000	0.000		3.503
4	2	2	0.033	0.033	0.074	-1.834	1.000
	3	21	0.350	0.383	0.382	-0.297	2.348
	4	26	0.433	0.817	0.265	0.903	3.495
	5	11	0.183	1.000	0.000		4.675
5	3	22	0.367	0.367	0.376	-0.341	1.000
	4	32	0.533	0.900	0.175	1.282	2.403
	5	6	0.100	1.000	0.000	8.161	3.782
6	3	22	0.367	0.367	0.376	-0.341	1.000
	4	31	0.517	0.883	0.196	1.192	2.376
	5	7	0.117	1.000	0.000		3.707

C. Data Interval Variabel Kompensasi

Resp	1	2	3	4	5	6	Total
1	1.000	2.359	3.503	4.675	2.403	1.000	14.940
2	1.000	2.359	2.255	4.675	2.403	2.376	15.067
3	1.000	2.359	2.255	3.495	1.000	3.707	13.816
4	1.000	1.000	1.000	2.348	1.000	1.000	7.348
5	3.866	2.359	2.255	3.495	2.403	2.376	16.754
6	3.866	2.359	2.255	2.348	3.782	3.707	18.317
7	2.432	2.359	2.255	3.495	2.403	2.376	15.320
8	1.000	1.000	1.000	2.348	1.000	1.000	7.348
9	1.000	1.000	1.000	2.348	2.403	2.376	10.128
10	1.000	1.000	1.000	2.348	2.403	2.376	10.128
11	1.000	1.000	1.000	2.348	1.000	1.000	7.348
12	1.000	1.000	1.000	2.348	2.403	2.376	10.128
13	2.432	3.673	2.255	3.495	2.403	2.376	16.634
14	2.432	3.673	3.503	4.675	2.403	2.376	19.062
15	2.432	3.673	3.503	4.675	2.403	2.376	19.062
16	3.866	3.673	3.503	4.675	3.782	3.707	23.206
17	2.432	2.359	2.255	3.495	1.000	1.000	12.541
18	2.432	2.359	2.255	3.495	2.403	2.376	15.320
19	2.432	2.359	2.255	3.495	1.000	1.000	12.541
20	3.866	3.673	3.503	4.675	3.782	3.707	23.206
21	2.432	1.000	1.000	2.348	2.403	2.376	11.560
22	2.432	1.000	1.000	2.348	2.403	2.376	11.560
23	2.432	1.000	1.000	2.348	1.000	1.000	8.781
24	1.000	1.000	1.000	2.348	1.000	1.000	7.348
25	2.432	2.359	2.255	3.495	1.000	1.000	12.541
26	2.432	2.359	2.255	3.495	2.403	2.376	15.320
27	2.432	2.359	2.255	3.495	2.403	2.376	15.320
28	2.432	2.359	2.255	3.495	2.403	2.376	15.320
29	2.432	2.359	2.255	3.495	2.403	2.376	15.320
30	2.432	2.359	2.255	3.495	2.403	2.376	15.320
31	2.432	3.673	3.503	2.348	2.403	1.000	15.360
32	2.432	2.359	3.503	4.675	2.403	3.707	19.080
33	2.432	1.000	3.503	1.000	2.403	2.376	12.715
34	1.000	1.000	3.503	2.348	1.000	1.000	9.852
35	2.432	2.359	2.255	1.000	2.403	2.376	12.825
36	2.432	3.673	3.503	4.675	2.403	1.000	17.687
37	2.432	2.359	2.255	4.675	2.403	2.376	16.499
38	1.000	1.000	3.503	3.495	1.000	1.000	10.999
39	1.000	2.359	3.503	3.495	1.000	1.000	12.357
40	1.000	2.359	3.503	3.495	1.000	1.000	12.357
41	1.000	1.000	1.000	2.348	1.000	1.000	7.348
42	1.000	1.000	1.000	2.348	1.000	1.000	7.348

43	2.432	2.359	2.255	3.495	2.403	2.376	15.320
44	2.432	2.359	2.255	3.495	2.403	1.000	13.944
45	1.000	1.000	1.000	2.348	2.403	2.376	10.128
46	1.000	1.000	1.000	2.348	2.403	1.000	8.752
47	2.432	2.359	2.255	3.495	2.403	2.376	15.320
48	2.432	2.359	2.255	3.495	2.403	2.376	15.320
49	2.432	2.359	2.255	3.495	1.000	2.376	13.917
50	2.432	2.359	2.255	3.495	1.000	2.376	13.917
51	1.000	1.000	1.000	2.348	1.000	1.000	7.348
52	2.432	2.359	2.255	3.495	1.000	2.376	13.917
53	3.866	3.673	3.503	4.675	1.000	3.707	20.425
54	1.000	1.000	1.000	2.348	2.403	1.000	8.752
55	2.432	2.359	2.255	3.495	3.782	2.376	16.698
56	2.432	2.359	2.255	4.675	3.782	2.376	17.878
57	2.432	2.359	2.255	3.495	3.782	2.376	16.698
58	2.432	2.359	2.255	3.495	2.403	2.376	15.320
59	1.000	1.000	2.255	2.348	1.000	1.000	8.603
60	1.000	1.000	3.503	2.348	1.000	3.707	12.559

D. Hasil SPSS Uji Validitas Variabel Kompensasi

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	total
X1.1	Pearson Correlation	1	.678**	.371**	.411**	.499**	.539**	.791**
	Sig. (2-tailed)		.000	.003	.001	.000	.000	.000
	N	60	60	60	60	60	60	60
X1.2	Pearson Correlation	.678**	1	.660**	.733**	.383**	.380**	.873**
	Sig. (2-tailed)	.000		.000	.000	.003	.003	.000
	N	60	60	60	60	60	60	60
X1.3	Pearson Correlation	.371**	.660**	1	.543**	.137	.275*	.682**
	Sig. (2-tailed)	.003	.000		.000	.295	.034	.000
	N	60	60	60	60	60	60	60
X1.4	Pearson Correlation	.411**	.733**	.543**	1	.273*	.305*	.748**
	Sig. (2-tailed)	.001	.000	.000		.035	.018	.000
	N	60	60	60	60	60	60	60
X1.5	Pearson Correlation	.499**	.383**	.137	.273*	1	.493**	.629**
	Sig. (2-tailed)	.000	.003	.295	.035		.000	.000
	N	60	60	60	60	60	60	60
X1.6	Pearson Correlation	.539**	.380**	.275*	.305*	.493**	1	.677**
	Sig. (2-tailed)							
	N							

	Sig. (2-tailed)	.000	.003	.034	.018	.000		.000
	N	60	60	60	60	60	60	60
TOTAL	Pearson Correlation	.791**	.873**	.682**	.748**	.629**	.677**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60

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

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

E. Hasil SPSS Uji Reliabilitas Variabel Kompensasi

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.601
		N of Items	3 ^a
	Part 2	Value	.730
		N of Items	3 ^b
	Total N of Items		6
Correlation Between Forms			.785
Spearman-Brown Coefficient	Equal Length		.880
	Unequal Length		.880
Guttman Split-Half Coefficient			.878

a. The items are: X1.1, X1.3, X1.5.

b. The items are: X1.2, X1.4, X1.6.



Lampiran 3. Uji Validitas dan Reliabilitas Variabel Motivasi

A. Data Ordinal Motivasi

Resp	1	2	3	4	5	6	7	8	Total
1	5	5	4	3	4	4	3	4	32
2	4	4	4	4	4	4	3	4	31
3	4	4	4	4	3	3	3	4	29
4	3	3	3	3	3	3	3	3	24
5	4	4	4	4	4	4	5	4	33
6	4	3	4	4	4	4	5	4	32
7	4	4	4	4	3	3	4	4	30
8	3	3	3	3	4	4	3	3	26
9	3	3	3	3	4	4	3	3	26
10	3	3	3	3	3	3	3	3	24
11	3	3	3	3	4	4	3	3	26
12	3	3	3	3	5	5	3	3	28
13	4	4	4	4	3	3	4	5	31
14	5	5	5	5	4	4	4	5	37
15	5	5	5	5	4	4	4	5	37
16	5	5	5	5	4	4	5	5	38
17	4	4	4	4	4	4	4	4	32
18	4	4	4	4	5	5	4	4	34
19	4	4	4	4	3	3	4	4	30
20	5	5	5	5	3	3	5	5	36
21	3	3	3	3	3	3	4	3	25
22	3	3	3	3	3	3	4	3	25
23	3	3	3	3	3	3	4	3	25
24	3	3	3	3	3	3	3	3	24
25	4	4	4	4	4	4	4	4	32
26	4	4	4	4	4	4	4	4	32
27	4	4	4	4	3	3	4	4	30
28	4	4	4	4	3	3	4	4	30
29	4	4	4	4	4	4	4	4	32
30	4	4	4	4	4	4	4	4	32
31	5	5	4	3	5	4	4	5	35
32	4	4	4	5	5	5	4	4	35
33	3	5	4	4	4	4	4	3	31
34	3	3	3	3	3	3	3	3	24
35	4	4	4	4	4	4	4	4	32
36	5	5	4	3	4	4	4	5	34
37	4	4	4	4	4	4	4	4	32
38	3	3	3	3	3	3	3	3	24
39	4	4	3	3	3	3	3	4	27
40	4	4	3	3	3	3	3	4	27

41	3	3	3	3	4	4	4	4	28
42	3	4	3	3	5	4	4	4	30
43	4	4	4	4	3	4	5	3	31
44	4	4	4	4	3	3	4	3	29
45	3	4	4	3	4	4	4	4	30
46	3	4	4	3	3	4	4	4	29
47	4	4	4	4	3	3	3	5	30
48	4	4	4	4	4	4	4	4	32
49	4	3	3	4	4	4	4	4	30
50	4	4	3	4	3	3	3	3	27
51	3	4	3	3	4	4	4	4	29
52	4	3	3	4	5	5	5	5	34
53	5	4	3	5	3	3	3	3	29
54	3	4	4	3	4	4	4	4	30
55	4	4	5	4	4	4	4	5	34
56	4	4	5	4	4	4	4	4	33
57	4	5	5	4	4	4	4	4	34
58	4	3	4	4	5	5	5	5	35
59	3	3	3	3	3	3	3	3	24
60	3	3	3	3	3	3	3	3	24

B. Transformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	21	0.350	0.350	0.370	-0.385	1.000
	4	31	0.517	0.867	0.215	1.111	2.359
	5	8	0.133	1.000	0.000		3.673
2	3	19	0.317	0.317	0.356	-0.477	1.000
	4	32	0.533	0.850	0.233	1.036	2.355
	5	9	0.150	1.000	0.000		3.679
3	3	23	0.383	0.383	0.382	-0.297	1.000
	4	30	0.500	0.883	0.196	1.192	2.367
	5	7	0.117	1.000	0.000		3.677
4	3	25	0.417	0.417	0.390	-0.210	1.000
	4	29	0.483	0.900	0.175	1.282	2.381
	5	6	0.100	1.000	0.000		3.691
5	3	25	0.417	0.417	0.390	-0.210	1.000
	4	28	0.467	0.883	0.196	1.192	2.352
	5	7	0.117	1.000	0.000		3.617
6	3	23	0.383	0.383	0.382	-0.297	1.000
	4	32	0.533	0.917	0.153	1.383	2.424
	5	5	0.083	1.000	0.000		3.836
7	3	19	0.317	0.317	0.356	-0.477	1.000
	4	34	0.567	0.883	0.196	1.192	2.407
	5	7	0.117	1.000	0.000		3.805
8	3	19	0.317	0.317	0.356	-0.477	1.000

	4	30	0.500	0.817	0.265	0.903	2.306
	5	11	0.183	1.000	0.000		3.572

C. Data Interval Variabel Motivasi

Resp	1	2	3	4	5	6	7	8	Total
1	3.673	3.679	2.367	1.000	2.352	2.424	1.000	2.306	18.801
2	2.359	2.355	2.367	2.381	2.352	2.424	1.000	2.306	17.543
3	2.359	2.355	2.367	2.381	1.000	1.000	1.000	2.306	14.767
4	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	8.000
5	2.359	2.355	2.367	2.381	2.352	2.424	3.805	2.306	20.349
6	2.359	1.000	2.367	2.381	2.352	2.424	3.805	2.306	18.994
7	2.359	2.355	2.367	2.381	1.000	1.000	2.407	2.306	16.173
8	1.000	1.000	1.000	1.000	2.352	2.424	1.000	1.000	10.777
9	1.000	1.000	1.000	1.000	2.352	2.424	1.000	1.000	10.777
10	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	8.000
11	1.000	1.000	1.000	1.000	2.352	2.424	1.000	1.000	10.777
12	1.000	1.000	1.000	1.000	3.617	3.836	1.000	1.000	13.453
13	2.359	2.355	2.367	2.381	1.000	1.000	2.407	3.572	17.440
14	3.673	3.679	3.677	3.691	2.352	2.424	2.407	3.572	25.475
15	3.673	3.679	3.677	3.691	2.352	2.424	2.407	3.572	25.475
16	3.673	3.679	3.677	3.691	2.352	2.424	3.805	3.572	26.874
17	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
18	2.359	2.355	2.367	2.381	3.617	3.836	2.407	2.306	21.626
19	2.359	2.355	2.367	2.381	1.000	1.000	2.407	2.306	16.173
20	3.673	3.679	3.677	3.691	1.000	1.000	3.805	3.572	24.097
21	1.000	1.000	1.000	1.000	1.000	1.000	2.407	1.000	9.407
22	1.000	1.000	1.000	1.000	1.000	1.000	2.407	1.000	9.407
23	1.000	1.000	1.000	1.000	1.000	1.000	2.407	1.000	9.407
24	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	8.000
25	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
26	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
27	2.359	2.355	2.367	2.381	1.000	1.000	2.407	2.306	16.173
28	2.359	2.355	2.367	2.381	1.000	1.000	2.407	2.306	16.173
29	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
30	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
31	3.673	3.679	2.367	1.000	3.617	2.424	2.407	3.572	22.739
32	2.359	2.355	2.367	3.691	3.617	3.836	2.407	2.306	22.937
33	1.000	3.679	2.367	2.381	2.352	2.424	2.407	1.000	17.610
34	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	8.000
35	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
36	3.673	3.679	2.367	1.000	2.352	2.424	2.407	3.572	21.474
37	2.359	2.355	2.367	2.381	2.352	2.424	2.407	2.306	18.950
38	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	8.000
39	2.359	2.355	1.000	1.000	1.000	1.000	1.000	2.306	12.019
40	2.359	2.355	1.000	1.000	1.000	1.000	1.000	2.306	12.019

X2.6	Pearson Correlation	.129	.124	.260*	.182	.923**	1	.407**	.338**	.589**
	Sig. (2-tailed)	.327	.347	.045	.164	.000		.001	.008	.000
	N	60	60	60	60	60	60	60	60	60
X2.7	Pearson Correlation	.340**	.281*	.522**	.464**	.337**	.407**	1	.514**	.679**
	Sig. (2-tailed)	.008	.029	.000	.000	.009	.001		.000	.000
	N	60	60	60	60	60	60	60	60	60
X2.8	Pearson Correlation	.664**	.569**	.656**	.464**	.385**	.338**	.514**	1	.808**
	Sig. (2-tailed)	.000	.000	.000	.000	.002	.008	.000		.000
	N	60	60	60	60	60	60	60	60	60
TOTAL	Pearson Correlation	.765**	.720**	.826**	.722**	.578**	.589**	.679**	.808**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	60	60	60	60	60	60	60	60	60

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

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

E. Hasil SPSS Uji Reliabilitas Variabel Motivasi

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.699
		N of Items	4 ^a
	Part 2	Value	.696
		N of Items	4 ^b
	Total N of Items		8
Correlation Between Forms			.931
Spearman-Brown Coefficient	Equal Length		.964
	Unequal Length		.964
Guttman Split-Half Coefficient			.964

a. The items are: X2.1, X2.3, X2.5, X2.7.

b. The items are: X2.2, X2.4, X2.6, X2.8.

Lampiran 4. Uji Validitas dan Reliabilitas Variabel Kepuasan Kerja

A. Data Ordinal Kepuasan Kerja

Resp	1	2	3	4	5	6	Total
1	5	3	3	5	3	3	22
2	4	5	4	5	5	4	27
3	3	4	4	4	3	3	21
4	3	3	3	3	3	3	18
5	4	4	4	3	4	4	23
6	3	4	4	3	4	4	22
7	3	3	4	4	4	3	21
8	4	3	3	3	3	4	20
9	4	3	3	3	3	4	20
10	3	3	3	3	3	3	18
11	4	3	3	3	3	4	20
12	5	3	3	3	3	5	22
13	3	4	4	4	4	3	22
14	4	5	5	5	5	4	28
15	4	5	5	5	5	4	28
16	4	5	5	5	5	4	28
17	4	4	4	4	4	4	24
18	5	4	3	3	4	5	24
19	3	4	4	4	4	3	22
20	3	4	3	4	5	3	22
21	3	3	3	3	3	3	18
22	3	3	3	3	3	3	18
23	3	3	3	3	3	3	18
24	3	3	3	3	3	3	18
25	4	3	4	4	4	4	23
26	4	4	4	4	4	4	24
27	3	4	4	4	4	3	22
28	3	4	4	4	4	3	22
29	4	4	3	4	3	4	22
30	3	4	4	4	3	4	22
31	4	3	3	3	3	4	20
32	4	3	3	4	4	4	22
33	3	3	3	4	4	4	21
34	5	4	4	4	4	3	24
35	4	3	3	4	4	4	22
36	2	3	2	1	2	2	12
37	3	2	1	2	1	1	10

38	4	5	5	4	4	4	26
39	4	3	3	3	3	4	20
40	4	3	3	4	4	4	22
41	3	3	3	3	4	5	21
42	4	4	3	4	5	3	23
43	4	3	3	3	3	3	19
44	3	3	4	3	3	3	19
45	3	3	4	4	4	3	21
46	4	4	4	3	3	3	21
47	3	3	4	4	3	4	21
48	4	4	3	3	4	2	20
49	4	4	3	3	4	1	19
50	3	4	4	3	3	4	21
51	5	4	3	3	4	3	22
52	4	5	4	3	5	4	25
53	2	3	4	4	3	4	20
54	3	4	5	5	4	4	25
55	4	4	5	5	4	2	24
56	4	4	5	5	4	1	23
57	4	4	4	4	4	4	24
58	5	5	3	1	1	3	18
59	3	3	3	3	4	4	20
60	3	3	3	4	4	5	22

B. Transformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	2	2	0.033	0.033	0.074	-1.834	1.000
	3	25	0.417	0.450	0.396	-0.126	2.455
	4	27	0.450	0.900	0.175	1.282	3.717
	5	6	0.100	1.000	0.000		4.982
2	2	1	0.017	0.017	0.041	-2.128	1.000
	3	28	0.467	0.483	0.399	-0.042	2.722
	4	24	0.400	0.883	0.196	1.192	3.993
	5	7	0.117	1.000	0.000		5.168
3	1	1	0.017	0.017	0.041	-2.128	1.000
	2	1	0.017	0.033	0.074	-1.834	1.520
	3	29	0.483	0.517	0.399	0.042	2.816
	4	22	0.367	0.883	0.196	1.192	4.039
	5	7	0.117	1.000	0.000		5.168
4	1	2	0.033	0.033	0.074	-1.834	1.000
	2	1	0.017	0.050	0.103	-1.645	1.493

	3	25	0.417	0.467	0.398	-0.084	2.520
	4	24	0.400	0.867	0.215	1.111	3.683
	5	8	0.133	1.000	0.000		4.842
5	1	2	0.033	0.033	0.074	-1.834	1.000
	2	1	0.017	0.050	0.103	-1.645	1.493
	3	22	0.367	0.417	0.390	-0.210	2.444
	4	28	0.467	0.883	0.196	1.192	3.643
	5	7	0.117	1.000	0.000		4.908
6	1	3	0.050	0.050	0.103	-1.645	1.000
	2	3	0.050	0.100	0.175	-1.282	1.615
	3	22	0.367	0.467	0.398	-0.084	2.457
	4	28	0.467	0.933	0.129	1.501	3.638
	5	4	0.067	1.000	0.000		5.002

C. Data Interval Variabel Kepuasan Kerja

Resp	1	2	3	4	5	6	Total
1	4.982	2.722	2.816	4.842	2.444	2.457	20.262
2	3.717	5.168	4.039	4.842	4.908	3.638	26.311
3	2.455	3.993	4.039	3.683	2.444	2.457	19.072
4	2.455	2.722	2.816	2.520	2.444	2.457	15.415
5	3.717	3.993	4.039	2.520	3.643	3.638	21.550
6	2.455	3.993	4.039	2.520	3.643	3.638	20.289
7	2.455	2.722	4.039	3.683	3.643	2.457	18.999
8	3.717	2.722	2.816	2.520	2.444	3.638	17.856
9	3.717	2.722	2.816	2.520	2.444	3.638	17.856
10	2.455	2.722	2.816	2.520	2.444	2.457	15.415
11	3.717	2.722	2.816	2.520	2.444	3.638	17.856
12	4.982	2.722	2.816	2.520	2.444	5.002	20.486
13	2.455	3.993	4.039	3.683	3.643	2.457	20.271
14	3.717	5.168	5.168	4.842	4.908	3.638	27.439
15	3.717	5.168	5.168	4.842	4.908	3.638	27.439
16	3.717	5.168	5.168	4.842	4.908	3.638	27.439
17	3.717	3.993	4.039	3.683	3.643	3.638	22.712
18	4.982	3.993	2.816	2.520	3.643	5.002	22.957
19	2.455	3.993	4.039	3.683	3.643	2.457	20.271
20	2.455	3.993	2.816	3.683	4.908	2.457	20.312
21	2.455	2.722	2.816	2.520	2.444	2.457	15.415
22	2.455	2.722	2.816	2.520	2.444	2.457	15.415
23	2.455	2.722	2.816	2.520	2.444	2.457	15.415
24	2.455	2.722	2.816	2.520	2.444	2.457	15.415
25	3.717	2.722	4.039	3.683	3.643	3.638	21.441

26	3.717	3.993	4.039	3.683	3.643	3.638	22.712
27	2.455	3.993	4.039	3.683	3.643	2.457	20.271
28	2.455	3.993	4.039	3.683	3.643	2.457	20.271
29	3.717	3.993	2.816	3.683	2.444	3.638	20.290
30	2.455	3.993	4.039	3.683	2.444	3.638	20.252
31	3.717	2.722	2.816	2.520	2.444	3.638	17.856
32	3.717	2.722	2.816	3.683	3.643	3.638	20.217
33	2.455	2.722	2.816	3.683	3.643	3.638	18.956
34	4.982	3.993	4.039	3.683	3.643	2.457	22.797
35	3.717	2.722	2.816	3.683	3.643	3.638	20.217
36	1.000	2.722	1.520	1.000	1.493	1.615	9.350
37	2.455	1.000	1.000	1.493	1.000	1.000	7.948
38	3.717	5.168	5.168	3.683	3.643	3.638	25.015
39	3.717	2.722	2.816	2.520	2.444	3.638	17.856
40	3.717	2.722	2.816	3.683	3.643	3.638	20.217
41	2.455	2.722	2.816	2.520	3.643	5.002	19.159
42	3.717	3.993	2.816	3.683	4.908	2.457	21.573
43	3.717	2.722	2.816	2.520	2.444	2.457	16.676
44	2.455	2.722	4.039	2.520	2.444	2.457	16.638
45	2.455	2.722	4.039	3.683	3.643	2.457	18.999
46	3.717	3.993	4.039	2.520	2.444	2.457	19.171
47	2.455	2.722	4.039	3.683	2.444	3.638	18.981
48	3.717	3.993	2.816	2.520	3.643	1.615	18.305
49	3.717	3.993	2.816	2.520	3.643	1.000	17.689
50	2.455	3.993	4.039	2.520	2.444	3.638	19.090
51	4.982	3.993	2.816	2.520	3.643	2.457	20.412
52	3.717	5.168	4.039	2.520	4.908	3.638	23.989
53	1.000	2.722	4.039	3.683	2.444	3.638	17.525
54	2.455	3.993	5.168	4.842	3.643	3.638	23.738
55	3.717	3.993	5.168	4.842	3.643	1.615	22.978
56	3.717	3.993	5.168	4.842	3.643	1.000	22.362
57	3.717	3.993	4.039	3.683	3.643	3.638	22.712
58	4.982	5.168	2.816	1.000	1.000	2.457	17.423
59	2.455	2.722	2.816	2.520	3.643	3.638	17.794
60	2.455	2.722	2.816	3.683	3.643	5.002	20.321

D. Hasil SPSS Uji Validitas Variabel Kepuasan Kerja

Correlations

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Total
Y.1 Pearson Correlation	1	.337**	.046	.099	.176	.164	.460**
Sig. (2-tailed)		.009	.729	.453	.178	.210	.000
N	60	60	60	60	60	60	60
Y.2 Pearson Correlation	.337**	1	.654**	.386**	.568**	.059	.758**
Sig. (2-tailed)	.009		.000	.002	.000	.656	.000
N	60	60	60	60	60	60	60
Y.3 Pearson Correlation	.046	.654**	1	.695**	.519**	.102	.763**
Sig. (2-tailed)	.729	.000		.000	.000	.437	.000
N	60	60	60	60	60	60	60
Y.4 Pearson Correlation	.099	.386**	.695**	1	.637**	.122	.747**
Sig. (2-tailed)	.453	.002	.000		.000	.353	.000
N	60	60	60	60	60	60	60
Y.5 Pearson Correlation	.176	.568**	.519**	.637**	1	.215	.791**
Sig. (2-tailed)	.178	.000	.000	.000		.098	.000
N	60	60	60	60	60	60	60
Y.6 Pearson Correlation	.164	.059	.102	.122	.215	1	.425**
Sig. (2-tailed)	.210	.656	.437	.353	.098		.001
N	60	60	60	60	60	60	60
Total Pearson Correlation	.460**	.758**	.763**	.747**	.791**	.425**	1
Sig. (2-tailed)	.000	.000	.000	.000	.000	.001	
N	60	60	60	60	60	60	60

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

E. Hasil SPSS Uji Reliabilitas Variabel Kepuasan Kerja

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.497
		N of Items	3 ^a
	Part 2	Value	.410
		N of Items	3 ^b
	Total N of Items		6
Correlation Between Forms			.804
Spearman-Brown Coefficient	Equal Length		.892
	Unequal Length		.892
Guttman Split-Half Coefficient			.891

a. The items are: Y.1, Y.3, Y.5.

b. The items are: Y.2, Y.4, Y.6.



Lampiran 5. Data Hasil Kuesioner Variabel Kompetensi pada Buruh Tani di Desa Jinengdalem Kecamatan Buleleng Kabupaten Buleleng

A. Data Ordinal Variabel Kompensasi

Resp	1	2	3	Total
1	5	5	3	13
2	3	4	3	10
3	5	5	3	13
4	5	5	3	13
5	4	4	3	11
6	4	5	3	12
7	5	5	3	13
8	4	5	5	14
9	4	4	2	10
10	4	4	5	13
11	4	5	5	14
12	5	4	5	14
13	4	5	5	14
14	3	4	5	12
15	5	4	5	14
16	4	3	3	10
17	4	3	3	10
18	3	4	3	10
19	3	4	4	11
20	3	4	3	10
21	3	4	3	10
22	3	4	2	9
23	4	4	3	11
24	3	3	3	9
25	5	3	5	13
26	4	3	5	12
27	5	4	4	13
28	5	5	5	15
29	5	2	5	12
30	5	5	5	15

Resp	1	2	3	Total
31	3	4	2	9
32	4	4	3	11
33	3	4	3	10
34	4	4	2	10
35	4	3	2	9
36	4	4	3	11
37	4	5	3	12
38	5	5	3	13
39	4	5	5	14
40	4	4	2	10
41	4	4	5	13
42	4	5	5	14
43	5	4	5	14
44	4	5	5	14
45	3	4	5	12
46	5	4	5	14
47	4	3	3	10
48	4	3	3	10
49	3	4	3	10
50	3	4	4	11
51	3	4	3	10
52	3	4	3	10
53	3	4	2	9
54	4	4	3	11
55	3	3	3	9
56	5	3	5	13
57	4	3	5	12
58	5	4	4	13
59	5	5	5	15
60	5	2	5	12

B. Transformasi Data Ordinal ke Data Interval

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	17	0.283	0.283	0.339	-0.573	1.000
	4	25	0.417	0.700	0.348	0.524	2.173
	5	18	0.300	1.000	0.000		3.354
2	2	2	0.033	0.033	0.074	-1.834	1.000
	3	11	0.183	0.217	0.294	-0.784	2.031
	4	31	0.517	0.733	0.329	0.623	3.159
	5	16	0.267	1.000	0.000		4.459
3	2	7	0.117	0.117	0.196	-1.192	1.000
	3	26	0.433	0.550	0.396	0.126	2.220
	4	4	0.067	0.617	0.382	0.297	2.892
	5	23	0.383	1.000	0.000		3.677

C. Data Interval Variabel Kompensasi

Resp	1	2	3	Total
1	3.354	4.459	2.220	10.033
2	1.000	3.159	2.220	6.379
3	3.354	4.459	2.220	10.033
4	3.354	4.459	2.220	10.033
5	2.173	3.159	2.220	7.552
6	2.173	4.459	2.220	8.852
7	3.354	4.459	2.220	10.033
8	2.173	4.459	3.677	10.309
9	2.173	3.159	1.000	6.332
10	2.173	3.159	3.677	9.009
11	2.173	4.459	3.677	10.309
12	3.354	3.159	3.677	10.190
13	2.173	4.459	3.677	10.309
14	1.000	3.159	3.677	7.836
15	3.354	3.159	3.677	10.190
16	2.173	2.031	2.220	6.424
17	2.173	2.031	2.220	6.424
18	1.000	3.159	2.220	6.379
19	1.000	3.159	2.892	7.051
20	1.000	3.159	2.220	6.379
21	1.000	3.159	2.220	6.379
22	1.000	3.159	1.000	5.159
23	2.173	3.159	2.220	7.552
24	1.000	2.031	2.220	5.251

25	3.354	2.031	3.677	9.062
26	2.173	2.031	3.677	7.881
27	3.354	3.159	2.892	9.404
28	3.354	4.459	3.677	11.490
29	3.354	1.000	3.677	8.031
30	3.354	4.459	3.677	11.490
31	1.000	3.159	1.000	5.159
32	2.173	3.159	2.220	7.552
33	1.000	3.159	2.220	6.379
34	2.173	3.159	1.000	6.332
35	2.173	2.031	1.000	5.204
36	2.173	3.159	2.220	7.552
37	2.173	4.459	2.220	8.852
38	3.354	4.459	2.220	10.033
39	2.173	4.459	3.677	10.309
40	2.173	3.159	1.000	6.332
41	2.173	3.159	3.677	9.009
42	2.173	4.459	3.677	10.309
43	3.354	3.159	3.677	10.190
44	2.173	4.459	3.677	10.309
45	1.000	3.159	3.677	7.836
46	3.354	3.159	3.677	10.190
47	2.173	2.031	2.220	6.424
48	2.173	2.031	2.220	6.424
49	1.000	3.159	2.220	6.379
50	1.000	3.159	2.892	7.051
51	1.000	3.159	2.220	6.379
52	1.000	3.159	2.220	6.379
53	1.000	3.159	1.000	5.159
54	2.173	3.159	2.220	7.552
55	1.000	2.031	2.220	5.251
56	3.354	2.031	3.677	9.062
57	2.173	2.031	3.677	7.881
58	3.354	3.159	2.892	9.404
59	3.354	4.459	3.677	11.490
60	3.354	1.000	3.677	8.031

Lampiran 6: Data Hasil Kuesioner Variabel Motivasi

A. Data Ordinal Variabel Motivasi

Resp	1	2	3	4	Total
1	5	5	3	3	16
2	3	4	3	3	13
3	5	5	3	3	16
4	5	5	3	5	18
5	4	4	3	3	14
6	4	5	3	3	15
7	5	5	3	5	18
8	4	5	5	4	18
9	4	4	2	2	12
10	4	4	5	5	18
11	4	5	5	5	19
12	5	4	5	5	19
13	4	5	5	5	19
14	3	4	5	4	16
15	5	4	5	4	18
16	4	3	3	3	13
17	4	3	3	4	14
18	3	4	3	3	13
19	3	4	4	3	14
20	3	4	3	3	13
21	3	4	3	3	13
22	3	4	2	3	12
23	4	4	3	2	13
24	3	3	3	2	11
25	5	3	5	3	16
26	4	3	5	5	17
27	5	4	4	5	18
28	5	5	5	5	20
29	5	2	5	3	15
30	5	5	5	5	20

Resp	1	2	3	4	Total
31	3	4	2	2	11
32	4	4	3	3	14
33	3	4	3	3	13
34	4	4	2	4	14
35	4	3	2	4	13
36	5	4	3	3	15
37	4	3	4	3	14
38	4	3	3	3	13
39	3	4	3	3	13
40	3	4	2	3	12
41	3	4	3	2	12
42	3	4	3	2	12
43	3	4	5	3	15
44	4	4	5	5	18
45	3	3	4	5	15
46	5	3	5	5	18
47	4	3	5	3	15
48	5	4	5	5	19
49	5	5	2	2	14
50	5	2	3	3	13
51	5	5	3	3	16
52	3	4	2	4	13
53	4	4	2	4	14
54	3	4	4	5	16
55	4	4	5	5	18
56	4	3	5	3	15
57	5	4	5	5	19
58	4	3	2	2	11
59	4	3	3	3	13
60	3	4	3	3	13

B. Transformasi Data Ordinal ke Data Interval.

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	3	19	0.317	0.317	0.356	-0.477	1.000
	4	23	0.383	0.700	0.348	0.524	2.146
	5	18	0.300	1.000	0.000		3.283
2	2	2	0.033	0.033	0.074	-1.834	1.000

	3	14	0.233	0.267	0.329	-0.623	2.137
	4	32	0.533	0.800	0.280	0.842	3.318
	5	12	0.200	1.000	0.000		4.627
3	2	10	0.167	0.167	0.250	-0.967	1.000
	3	25	0.417	0.583	0.390	0.210	2.162
	4	5	0.083	0.667	0.364	0.431	2.818
	5	20	0.333	1.000	0.000		3.590
4	2	8	0.133	0.133	0.215	-1.111	1.000
	3	27	0.450	0.583	0.390	0.210	2.226
	4	8	0.133	0.717	0.339	0.573	3.002
	5	17	0.283	1.000	0.000		3.809

C. Data Interval Variabel Motivasi

Resp	1	2	3	4	Total
1	3.283	4.627	2.162	2.226	12.298
2	1.000	3.318	2.162	2.226	8.706
3	3.283	4.627	2.162	2.226	12.298
4	3.283	4.627	2.162	3.809	13.882
5	2.146	3.318	2.162	2.226	9.852
6	2.146	4.627	2.162	2.226	11.161
7	3.283	4.627	2.162	3.809	13.882
8	2.146	4.627	3.590	3.002	13.365
9	2.146	3.318	1.000	1.000	7.464
10	2.146	3.318	3.590	3.809	12.864
11	2.146	4.627	3.590	3.809	14.172
12	3.283	3.318	3.590	3.809	14.001
13	2.146	4.627	3.590	3.809	14.172
14	1.000	3.318	3.590	3.002	10.910
15	3.283	3.318	3.590	3.002	13.193
16	2.146	2.137	2.162	2.226	8.671
17	2.146	2.137	2.162	3.002	9.447
18	1.000	3.318	2.162	2.226	8.706
19	1.000	3.318	2.818	2.226	9.362
20	1.000	3.318	2.162	2.226	8.706
21	1.000	3.318	2.162	2.226	8.706
22	1.000	3.318	1.000	2.226	7.544
23	2.146	3.318	2.162	1.000	8.626
24	1.000	2.137	2.162	1.000	6.299
25	3.283	2.137	3.590	2.226	11.236
26	2.146	2.137	3.590	3.809	11.682

27	3.283	3.318	2.818	3.809	13.229
28	3.283	4.627	3.590	3.809	15.309
29	3.283	1.000	3.590	2.226	10.099
30	3.283	4.627	3.590	3.809	15.309
31	1.000	3.318	1.000	1.000	6.318
32	2.146	3.318	2.162	2.226	9.852
33	1.000	3.318	2.162	2.226	8.706
34	2.146	3.318	1.000	3.002	9.466
35	2.146	2.137	1.000	3.002	8.285
36	3.283	3.318	2.162	2.226	10.989
37	2.146	2.137	2.818	2.226	9.327
38	2.146	2.137	2.162	2.226	8.671
39	1.000	3.318	2.162	2.226	8.706
40	1.000	3.318	1.000	2.226	7.544
41	1.000	3.318	2.162	1.000	7.480
42	1.000	3.318	2.162	1.000	7.480
43	1.000	3.318	3.590	2.226	10.134
44	2.146	3.318	3.590	3.809	12.864
45	1.000	2.137	2.818	3.809	9.765
46	3.283	2.137	3.590	3.809	12.820
47	2.146	2.137	3.590	2.226	10.099
48	3.283	3.318	3.590	3.809	14.001
49	3.283	4.627	1.000	1.000	9.910
50	3.283	1.000	2.162	2.226	8.671
51	3.283	4.627	2.162	2.226	12.298
52	1.000	3.318	1.000	3.002	8.320
53	2.146	3.318	1.000	3.002	9.466
54	1.000	3.318	2.818	3.809	10.946
55	2.146	3.318	3.590	3.809	12.864
56	2.146	2.137	3.590	2.226	10.099
57	3.283	3.318	3.590	3.809	14.001
58	2.146	2.137	1.000	1.000	6.283
59	2.146	2.137	2.162	2.226	8.671
60	1.000	3.318	2.162	2.226	8.706

Lampiran 7: Data Hasil Kuesioner Variabel Kepuasan Kerja

A. Data Ordinal Variabel Kepuasan Kerja

Resp	1	2	3	Total
1	5	3	3	11
2	4	3	3	10
3	5	3	3	11
4	5	3	5	13
5	4	3	3	10
6	5	3	3	11
7	5	3	5	13
8	5	5	4	14
9	4	2	2	8
10	4	5	5	14
11	5	5	5	15
12	4	5	5	14
13	5	5	5	15
14	4	5	4	13
15	4	5	4	13
16	3	3	3	9
17	3	3	4	10
18	4	3	3	10
19	4	4	3	11
20	4	3	3	10
21	4	3	3	10
22	4	2	3	9
23	4	3	2	9
24	3	3	2	8
25	3	5	3	11
26	3	5	5	13
27	4	4	5	13
28	5	5	5	15
29	2	5	3	10
30	5	5	5	15
31	4	2	2	8
32	4	3	3	10
33	4	3	3	10
34	4	2	4	10
35	3	2	4	9
36	4	3	3	10
37	5	3	3	11
38	5	3	5	13
39	4	3	3	10
40	5	3	3	11
41	5	3	5	13
42	5	5	4	14
43	4	2	2	8
44	4	5	5	14
45	5	5	5	15
46	4	5	5	14
47	5	5	5	15
48	4	5	4	13
49	4	5	4	13
50	3	3	3	9
51	3	3	4	10
52	4	3	3	10
53	4	4	3	11
54	4	3	3	10
55	4	3	3	10
56	4	2	3	9
57	4	3	2	9
58	3	3	2	8
59	3	5	3	11
60	3	5	5	13

B. Transformasi Data Ordinal ke Data Interval.

Item	Category	Freq	Prop	Cum	Density	Z	Scale
1	2	1	0.017	0.017	0.041	-2.128	1.000
	3	11	0.183	0.200	0.280	-0.842	2.186
	4	31	0.517	0.717	0.339	0.573	3.374
	5	17	0.283	1.000	0.000		4.682
2	2	7	0.117	0.117	0.196	-1.192	1.000
	3	29	0.483	0.600	0.386	0.253	2.287
	4	3	0.050	0.650	0.370	0.385	3.000
	5	21	0.350	1.000	0.000		3.739
3	2	7	0.117	0.117	0.196	-1.192	1.000
	3	26	0.433	0.550	0.396	0.126	2.220
	4	10	0.167	0.717	0.339	0.573	3.024
	5	17	0.283	1.000	0.000		3.876

C. Data Interval Variabel Kepuasan Kerja

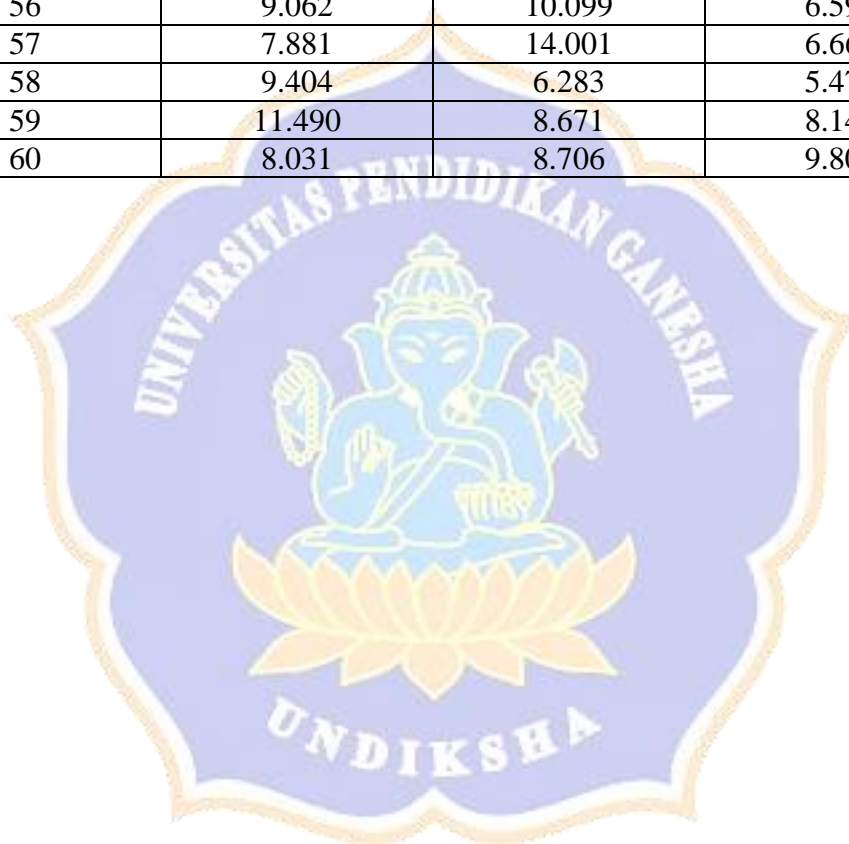
Resp	1	2	3	Total
1	4.682	2.287	2.220	9.189
2	3.374	2.287	2.220	7.881
3	4.682	2.287	2.220	9.189
4	4.682	2.287	3.876	10.845
5	3.374	2.287	2.220	7.881
6	4.682	2.287	2.220	9.189
7	4.682	2.287	3.876	10.845
8	4.682	3.739	3.024	11.445
9	3.374	1.000	1.000	5.374
10	3.374	3.739	3.876	10.989
11	4.682	3.739	3.876	12.297
12	3.374	3.739	3.876	10.989
13	4.682	3.739	3.876	12.297
14	3.374	3.739	3.024	10.137
15	3.374	3.739	3.024	10.137
16	2.186	2.287	2.220	6.693
17	2.186	2.287	3.024	7.498
18	3.374	2.287	2.220	7.881
19	3.374	3.000	2.220	8.593
20	3.374	2.287	2.220	7.881
21	3.374	2.287	2.220	7.881
22	3.374	1.000	2.220	6.594
23	3.374	2.287	1.000	6.661

24	2.186	2.287	1.000	5.473
25	2.186	3.739	2.220	8.145
26	2.186	3.739	3.876	9.801
27	3.374	3.000	3.876	10.249
28	4.682	3.739	3.876	12.297
29	1.000	3.739	2.220	6.959
30	4.682	3.739	3.876	12.297
31	3.374	1.000	1.000	5.374
32	3.374	2.287	2.220	7.881
33	3.374	2.287	2.220	7.881
34	3.374	1.000	3.024	7.398
35	2.186	1.000	3.024	6.210
36	3.374	2.287	2.220	7.881
37	4.682	2.287	2.220	9.189
38	4.682	2.287	3.876	10.845
39	3.374	2.287	2.220	7.881
40	4.682	2.287	2.220	9.189
41	4.682	2.287	3.876	10.845
42	4.682	3.739	3.024	11.445
43	3.374	1.000	1.000	5.374
44	3.374	3.739	3.876	10.989
45	4.682	3.739	3.876	12.297
46	3.374	3.739	3.876	10.989
47	4.682	3.739	3.876	12.297
48	3.374	3.739	3.024	10.137
49	3.374	3.739	3.024	10.137
50	2.186	2.287	2.220	6.693
51	2.186	2.287	3.024	7.498
52	3.374	2.287	2.220	7.881
53	3.374	3.000	2.220	8.593
54	3.374	2.287	2.220	7.881
55	3.374	2.287	2.220	7.881
56	3.374	1.000	2.220	6.594
57	3.374	2.287	1.000	6.661
58	2.186	2.287	1.000	5.473
59	2.186	3.739	2.220	8.145
60	2.186	3.739	3.876	9.801

Lampiran 8. Data Input SPSS Analisis Jalur (*Path Analysis*)

Resp	Kompensasi (X₁)	Motivasi (X₂)	Kepuasan Kerja (Y)
1	10.033	12.298	9.189
2	6.379	8.706	7.881
3	10.033	12.298	9.189
4	10.033	13.882	10.845
5	7.552	9.852	7.881
6	8.852	11.161	9.189
7	10.033	13.882	10.845
8	10.309	13.365	11.445
9	6.332	7.464	5.374
10	9.009	12.864	10.989
11	10.309	14.172	12.297
12	10.190	14.001	10.989
13	10.309	14.172	12.297
14	7.836	10.910	10.137
15	10.190	13.193	10.137
16	6.424	8.671	6.693
17	6.424	9.447	7.498
18	6.379	8.706	7.881
19	7.051	9.362	8.593
20	6.379	8.706	7.881
21	6.379	8.706	7.881
22	5.159	7.544	6.594
23	7.552	8.626	6.661
24	5.251	6.299	5.473
25	9.062	11.236	8.145
26	7.881	11.682	9.801
27	9.404	13.229	10.249
28	11.490	15.309	12.297
29	8.031	10.099	6.959
30	11.490	15.309	12.297
31	5.159	6.318	5.374
32	7.552	9.852	7.881
33	6.379	8.706	7.881
34	6.332	9.466	7.398
35	5.204	8.285	6.210
36	7.552	10.989	7.881
37	8.852	9.327	9.189
38	10.033	8.671	10.845
39	10.309	8.706	7.881
40	6.332	7.544	9.189
41	9.009	7.480	10.845
42	10.309	7.480	11.445
43	10.190	10.134	5.374

44	10.309	12.864	10.989
45	7.836	9.765	12.297
46	10.190	12.820	10.989
47	6.424	10.099	12.297
48	6.424	14.001	10.137
49	6.379	9.910	10.137
50	7.051	8.671	6.693
51	6.379	12.298	7.498
52	6.379	8.320	7.881
53	5.159	9.466	8.593
54	7.552	10.946	7.881
55	5.251	12.864	7.881
56	9.062	10.099	6.594
57	7.881	14.001	6.661
58	9.404	6.283	5.473
59	11.490	8.671	8.145
60	8.031	8.706	9.801



Lampiran 9. Output Analisis Jalur (Path Analysis)

a. Pengaruh Kompensasi (X₁) terhadap Kepuasan Kerja (Y) melalui Motivasi (X₂)

Descriptive Statistics

	Mean	Std. Deviation	N
Y	8.8488	2.04514	60
X1	8.1028	1.87204	60
X2	10.4649	2.42070	60

Correlations

		Y	X1	X2
Pearson Correlation	Y	1.000	.554	.607
	X1	.554	1.000	.534
	X2	.607	.534	1.000
Sig. (1-tailed)	Y	.	.000	.000
	X1	.000	.	.000
	X2	.000	.000	.
N	Y	60	60	60
	X1	60	60	60
	X2	60	60	60

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.740 ^a	.548	.528	1.55415	.442	22.583	2	57	.000

a. Predictors: (Constant), X₂, X₁

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	109.096	2	54.548	22.583	.000 ^a
	Residual	137.678	57	2.415		
	Total	246.773	59			

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics		
		B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	2.157	1.019		2.116	.039	.116	4.198						
	X1	.351	.128	.321	2.745	.008	.095	.607	.554	.342	.272	.714	1.400	
	X2	.368	.099	.435	3.719	.000	.170	.566	.607	.442	.368	.714	1.400	

a. Dependent Variable: Y

b. Pengaruh Kompensasi (X1) terhadap Motivasi (X2)

Descriptive Statistics

	Mean	Std. Deviation	N
X2	10.4649	2.42070	60
X1	8.1028	1.87204	60

Correlations

		X2	X1
Pearson Correlation	X2	1.000	.534
	X1	.534	1.000
Sig. (1-tailed)	X2	.	.000
	X1	.000	.
N	X2	60	60
	X1	60	60

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.534 ^a	.286	.273	2.06369	.286	23.179	1	58	.000

a. Predictors: (Constant), X1

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98.716	1	98.716	23.179	.000 ^a
	Residual	247.011	58	4.259		
	Total	345.727	59			

a. Predictors: (Constant), X1

b. Dependent Variable: X2

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95% Confidence Interval for B		Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	4.866	1.193		4.079	.000	2.478	7.254					
	X1	.691	.144	.534	4.814	.000	.404	.978	.534	.534	.534	1.000	1.000

a. Dependent Variable: X2

RIWAYAT HIDUP



Ni Kadek Nadya Aprillia lahir di Singaraja pada tanggal 14 April 2000. Penulis lahir dari pasangan suami istri Bapak I Gede Sarya Tuntun dan Ibu I Gusti Ketut Witari, penulis berkebangsaan Indonesia dan beragama Hindu. Kini penulis beralamat dari Kelurahan Kampung Anyar, Kecamatan Buleleng, Kabupaten Buleleng, Provinsi Bali. Penulis menyelesaikan pendidikan Dasar di SD Negeri 1 Kaliuntu dan lulus pada tahun 2012, kemudian penulis melanjutkan di SMP Negeri 2 Singaraja dan lulus pada tahun 2015. Pada tahun 2018 penulis lulus dari SMK Negeri 1 Singaraja jurusan administrasi perkantoran dan melanjutkan ke S1 jurusan manajemen di Universitas Pendidikan Ganesha.

