

LAMPIRAN

Lampiran 0 1. Kuesioner Penelitian

KUESIONER PENELITIAN

“Pengaruh Kepemimpinan, Kepuasan Kerja Dan Kompensasi Finansial Terhadap
Loyalitas Karyawan Pada CV Akemi Bali Craft”

A. Identitas Responden

1. Nama :
2. Jenis Kelamin :
3. Usia :
4. Pendidikan Terakhir :
5. Lama Masa Kerja :
6. Jabatan :

B. Petunjuk Pengisian

1. Mohon dengan hormat, bantuan dan kesediaan Saudara/i untuk menjawab seluruh pertanyaan/ Pernyataan dalam kuesioner ini.
2. Berikan tanda centang (√) pada jawaban yang saudara anggap paling sesuai.
3. Setelah mengisi kuesioner ini mohon Saudara/i dapat memberikan kembali kepada yang menyerahkan kuesioner ini pertama kali.
4. Terdapat 5 (lima) pilihan jawaban yang tersedia untuk masing-masing pernyataan, yaitu:

SS : Sangat Setuju, diberi Skor (5)

S : Setuju, diberi Skor (4)

KS : Kurang Setuju, diberi Skor (3)

TS : Tidak Setuju, diberi Skor (2)

STS : Sangat Tidak Setuju, diberi Skor (1)

C. Kuesioner

Kepemimpinan (X₁)

| No | Pernyataan | Alternatif Jawaban | | | | |
|---------------------------------|--|--------------------|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| | | SS | S | KS | TS | STS |
| Kemampuan mengambil keputusan | | | | | | |
| 1 | Pemimpin di tempat saya bekerja selalu bertindak tegas dalam mengambil keputusan dan juga mempertimbangkan saran atau pendapat dari bawahannya | | | | | |
| Kemampuan memotivasi | | | | | | |
| 2 | Pemimpin di tempat saya bekerja selalu memberikan perhatian dan motivasi kepada para karyawannya untuk selalu giat dalam bekerja | | | | | |
| Kemampuan komunikasi | | | | | | |
| 3 | Pemimpin di tempat saya bekerja mampu berkomunikasi dengan baik mengenai strategi yang akan dilakukannya | | | | | |
| Kemampuan mengendalikan bawahan | | | | | | |
| 4 | Pemimpin di tempat saya bekerja mampu mengatur dan mengarahkan para karyawannya dalam melaksanakan tugasnya sesuai dengan arahan yang diberikannya | | | | | |

Kepuasan Kerja (X₂)

| No | Pernyataan | Alternatif Jawaban | | | | |
|---|--|--------------------|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| | | SS | S | KS | TS | STS |
| Kepuasan kerja terhadap gaji atau upah | | | | | | |
| 1 | Gaji yang saya terima sesuai dengan beban kerja dan prestasi kerja | | | | | |
| Kepuasan terhadap pekerjaan itu sendiri | | | | | | |

| | | | | | | |
|-------------------------------------|---|--|--|--|--|--|
| 2 | Pekerjaan yang diberikan sudah sesuai dengan kemampuan saya dan mampu membuat saya berkembang | | | | | |
| Kepuasan terhadap promosi pekerjaan | | | | | | |
| 3 | Promosi pekerjaan di tempat saya bekerja dilakukan secara obyektif dan transparan sesuai dengan kemampuan dan prestasi yang dicapai oleh karyawan | | | | | |
| Kepuasan terhadap rekan kerja | | | | | | |
| 4 | Sesama karyawan di tempat saya bekerja saling menghormati dan saling mendukung satu sama lain, sehingga tercipta suasana kekeluargaan dengan baik | | | | | |

Kompensasi Finansial (X₃)

| No | Pernyataan | Alternatif Jawaban | | | | |
|---------------|--|--------------------|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| | | SS | S | KS | TS | STS |
| Upah dan gaji | | | | | | |
| 1 | Gaji yang karyawan terima sesuai dengan beban kerja dan mampu memenuhi kebutuhannya. | | | | | |
| Insentif | | | | | | |
| 2 | Insentif yang karyawan terima sesuai dengan prestasi kerja yang diberikan pada perusahaan | | | | | |
| Tunjangan | | | | | | |
| 3 | Tunjangan yang diberikan oleh perusahaan sesuai dengan jabatan yang ditempati oleh karyawan. | | | | | |

Loyalitas Karyawan (Y)

| No | Pernyataan | Alternatif Jawaban | | | | |
|----|------------|--------------------|---|----|----|-----|
| | | 5 | 4 | 3 | 2 | 1 |
| | | SS | S | KS | TS | STS |
| | | | | | | |

| | | | | | |
|-------------------|--|--|--|--|--|
| Ketaatan | | | | | |
| 1 | Saya selalu taat pada peraturan dan tata tertib yang ditetapkan oleh tempat saya bekerja | | | | |
| Bertanggung jawab | | | | | |
| 2 | Saya berusaha melaksanakan semua tugas dan pekerjaan saya dengan penuh tanggung jawab | | | | |
| Kejujuran | | | | | |
| 3 | Saya bekerja secara jujur dengan memberikan hasil pekerjaan sesuai dengan kebenaran yang terjadi | | | | |



Lampiran 0 2. Tabulasi Data 30 Responden

Tabulasi Data Pengujian Instrumen Penelitian

| No. Res | Kepemimpinan (X1) | | | | Total X1 | Kepuasan Kerja (X2) | | | | Total X2 | Kompensasi Finansial (X3) | | | Total X3 | Loyalitas Karyawan (Y) | | | Total Y |
|---------|-------------------|------|------|------|----------|---------------------|------|------|------|----------|---------------------------|------|------|----------|------------------------|-----|-----|---------|
| | X1.1 | X1.2 | X1.3 | X1.4 | | X2.1 | X2.2 | X2.3 | X2.4 | | X3.1 | X3.2 | X3.3 | | Y.1 | Y.2 | Y.3 | |
| 1 | 5 | 4 | 5 | 4 | 18 | 4 | 2 | 3 | 4 | 13 | 4 | 4 | 5 | 13 | 5 | 4 | 5 | 14 |
| 2 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 12 | 4 | 3 | 3 | 10 | 3 | 3 | 3 | 9 |
| 3 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 4 | 5 | 5 | 14 |
| 4 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 5 | 18 | 5 | 5 | 4 | 14 | 5 | 5 | 5 | 15 |
| 5 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 6 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 4 | 14 | 5 | 4 | 4 | 13 |
| 7 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 5 | 4 | 18 | 5 | 4 | 5 | 14 | 5 | 4 | 4 | 13 |
| 8 | 4 | 5 | 4 | 5 | 18 | 4 | 5 | 5 | 4 | 18 | 4 | 5 | 4 | 13 | 5 | 5 | 5 | 15 |
| 9 | 4 | 4 | 4 | 5 | 17 | 5 | 3 | 5 | 2 | 15 | 5 | 5 | 4 | 14 | 3 | 4 | 3 | 10 |
| 10 | 4 | 4 | 5 | 5 | 18 | 2 | 3 | 3 | 2 | 10 | 4 | 4 | 4 | 12 | 3 | 4 | 4 | 11 |
| 11 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 5 | 19 | 3 | 4 | 4 | 11 | 5 | 5 | 5 | 15 |
| 12 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 13 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 | 3 | 4 | 4 | 11 |
| 14 | 3 | 5 | 4 | 4 | 16 | 5 | 3 | 5 | 4 | 17 | 4 | 5 | 3 | 12 | 3 | 4 | 3 | 10 |
| 15 | 5 | 5 | 4 | 4 | 18 | 3 | 5 | 4 | 4 | 16 | 5 | 4 | 5 | 14 | 5 | 5 | 5 | 15 |
| 16 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 17 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 3 | 5 | 17 | 4 | 5 | 4 | 13 | 5 | 5 | 5 | 15 |
| 18 | 3 | 3 | 4 | 4 | 14 | 2 | 2 | 2 | 2 | 8 | 4 | 3 | 3 | 10 | 3 | 3 | 3 | 9 |
| 19 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 |
| 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 21 | 4 | 5 | 5 | 4 | 18 | 4 | 4 | 4 | 5 | 17 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 13 |
| 22 | 4 | 3 | 2 | 3 | 12 | 2 | 2 | 2 | 2 | 8 | 3 | 3 | 4 | 10 | 3 | 4 | 2 | 9 |
| 23 | 4 | 3 | 3 | 4 | 14 | 4 | 4 | 4 | 3 | 15 | 3 | 4 | 4 | 11 | 3 | 4 | 4 | 11 |
| 24 | 4 | 4 | 5 | 4 | 17 | 5 | 4 | 4 | 4 | 17 | 3 | 5 | 4 | 12 | 3 | 4 | 4 | 11 |
| 25 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 5 | 13 | 4 | 4 | 5 | 13 |
| 26 | 3 | 2 | 3 | 2 | 10 | 3 | 4 | 3 | 3 | 13 | 2 | 2 | 2 | 6 | 2 | 2 | 2 | 6 |
| 27 | 2 | 4 | 3 | 3 | 12 | 4 | 5 | 2 | 5 | 16 | 2 | 4 | 5 | 11 | 4 | 3 | 5 | 12 |
| 28 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 29 | 4 | 5 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 4 | 13 | 5 | 5 | 3 | 13 |
| 30 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 9 | 3 | 4 | 4 | 11 |

Lampiran 0 3. Hasil Uji Instrumen

1. Hasil Uji Validitas Sampel Kecil (N = 30)Variabel Kepemimpinan (X₁)

| | | Correlations | | | | |
|----------|---------------------|--------------|--------|--------|--------|----------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | Total.X1 |
| X1.1 | Pearson Correlation | 1 | .556** | .594** | .587** | .809** |
| | Sig. (2-tailed) | | .001 | .001 | .001 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | .556** | 1 | .617** | .614** | .826** |
| | Sig. (2-tailed) | .001 | | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | .594** | .617** | 1 | .725** | .874** |
| | Sig. (2-tailed) | .001 | .000 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | .587** | .614** | .725** | 1 | .866** |
| | Sig. (2-tailed) | .001 | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| Total.X1 | Pearson Correlation | .809** | .826** | .874** | .866** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 |

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

Variabel Kepuasan Kerja (X₂)

| | | Correlations | | | | |
|----------|---------------------|--------------|--------|--------|--------|----------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | Total.X2 |
| X2.1 | Pearson Correlation | 1 | .522** | .709** | .720** | .871** |
| | Sig. (2-tailed) | | .003 | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | .522** | 1 | .569** | .682** | .814** |
| | Sig. (2-tailed) | .003 | | .001 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | .709** | .569** | 1 | .544** | .833** |
| | Sig. (2-tailed) | .000 | .001 | | .002 | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | .720** | .682** | .544** | 1 | .872** |
| | Sig. (2-tailed) | .000 | .000 | .002 | | .000 |
| | N | 30 | 30 | 30 | 30 | 30 |
| Total.X2 | Pearson Correlation | .871** | .814** | .833** | .872** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 | 30 |

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

Variabel Kompensasi Finansial (X3)

| | | Correlations | | | |
|----------|---------------------|--------------|--------|--------|----------|
| | | X3.1 | X3.2 | X3.3 | Total.X3 |
| X3.1 | Pearson Correlation | 1 | .596** | .496** | .849** |
| | Sig. (2-tailed) | | .001 | .005 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .596** | 1 | .561** | .856** |
| | Sig. (2-tailed) | .001 | | .001 | .000 |
| | N | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .496** | .561** | 1 | .805** |
| | Sig. (2-tailed) | .005 | .001 | | .000 |
| | N | 30 | 30 | 30 | 30 |
| Total.X3 | Pearson Correlation | .849** | .856** | .805** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 |

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



Variabel Kepuasan Konsumen (Y)

| | | Correlations | | | |
|---------|---------------------|--------------|--------|--------|---------|
| | | Y1 | Y2 | Y3 | Total.Y |
| Y1 | Pearson Correlation | 1 | .738** | .719** | .922** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 30 | 30 | 30 | 30 |
| Y2 | Pearson Correlation | .738** | 1 | .658** | .874** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 30 | 30 | 30 | 30 |
| Y3 | Pearson Correlation | .719** | .658** | 1 | .891** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 30 | 30 | 30 | 30 |
| Total.Y | Pearson Correlation | .922** | .874** | .891** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 30 | 30 | 30 | 30 |

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

2. Hasil Uji Reliabilitas Sampel Kecil (N = 30)

Variabel Kepemimpinan (X_1)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .865 | 4 |

Variabel Kepuasan Kerja (X_2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .869 | 4 |

Variabel Kompensasi Finansial (X_3)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .784 | 3 |

Variabel Loyalitas Karyawan (Y)

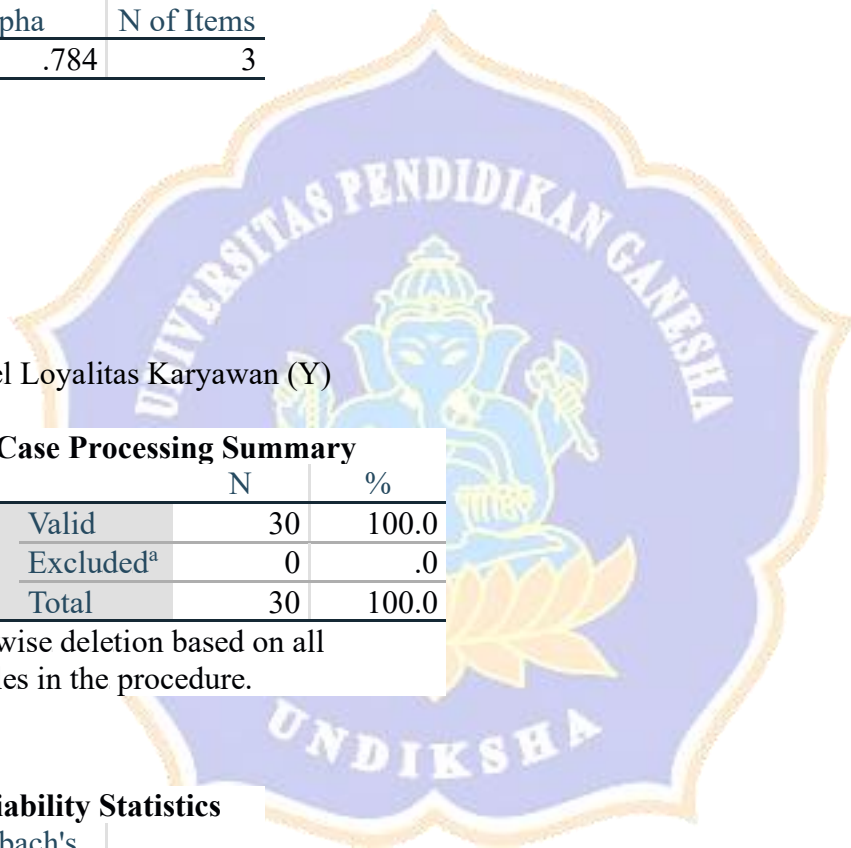
Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 30 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 30 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .872 | 3 |



Lampiran 0 4. Tabulasi Data 50 Responden

Tabulasi Data Keseluruhan

| No. Res | Kepemimpinan (X1) | | | | Total X1 | Kepuasan Kerja (X2) | | | | Total X2 | Kompensasi Finansial (X3) | | | Total X3 | Loyalitas Karyawan (Y) | | | Total Y |
|---------|-------------------|------|------|------|----------|---------------------|------|------|------|----------|---------------------------|------|------|----------|------------------------|-----|-----|---------|
| | X1.1 | X1.2 | X1.3 | X1.4 | | X2.1 | X2.2 | X2.3 | X2.4 | | X3.1 | X3.2 | X3.3 | | Y.1 | Y.2 | Y.3 | |
| 1 | 5 | 4 | 5 | 4 | 18 | 4 | 2 | 3 | 4 | 13 | 4 | 4 | 5 | 13 | 5 | 4 | 5 | 14 |
| 2 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 12 | 4 | 3 | 3 | 10 | 3 | 3 | 3 | 9 |
| 3 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 4 | 5 | 5 | 14 |
| 4 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 4 | 5 | 18 | 5 | 5 | 4 | 14 | 5 | 5 | 5 | 15 |
| 5 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 6 | 5 | 4 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 19 | 5 | 5 | 4 | 14 | 5 | 4 | 4 | 13 |
| 7 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 5 | 4 | 18 | 5 | 4 | 5 | 14 | 5 | 4 | 4 | 13 |
| 8 | 4 | 5 | 4 | 5 | 18 | 4 | 5 | 5 | 4 | 18 | 4 | 5 | 4 | 13 | 5 | 5 | 5 | 15 |
| 9 | 4 | 4 | 4 | 5 | 17 | 5 | 3 | 5 | 2 | 15 | 5 | 5 | 4 | 14 | 3 | 4 | 3 | 10 |
| 10 | 4 | 4 | 5 | 5 | 18 | 2 | 3 | 3 | 2 | 10 | 4 | 4 | 4 | 12 | 3 | 4 | 4 | 11 |
| 11 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 5 | 19 | 3 | 4 | 4 | 11 | 5 | 5 | 5 | 15 |
| 12 | 5 | 5 | 4 | 5 | 19 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 13 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 4 | 12 | 3 | 4 | 4 | 11 |
| 14 | 3 | 5 | 4 | 4 | 16 | 5 | 3 | 5 | 4 | 17 | 4 | 5 | 3 | 12 | 3 | 4 | 3 | 10 |
| 15 | 5 | 5 | 4 | 4 | 18 | 3 | 5 | 4 | 4 | 16 | 5 | 4 | 5 | 14 | 5 | 5 | 5 | 15 |
| 16 | 4 | 4 | 5 | 5 | 18 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 17 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 3 | 5 | 17 | 4 | 5 | 4 | 13 | 5 | 5 | 5 | 15 |
| 18 | 3 | 3 | 4 | 4 | 14 | 2 | 2 | 2 | 2 | 8 | 4 | 3 | 3 | 10 | 3 | 3 | 3 | 9 |
| 19 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 |
| 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 21 | 4 | 5 | 5 | 4 | 18 | 4 | 4 | 4 | 5 | 17 | 5 | 4 | 4 | 13 | 5 | 4 | 4 | 13 |
| 22 | 4 | 3 | 2 | 3 | 12 | 2 | 2 | 2 | 2 | 8 | 3 | 3 | 4 | 10 | 3 | 4 | 2 | 9 |
| 23 | 4 | 3 | 3 | 4 | 14 | 4 | 4 | 4 | 3 | 15 | 3 | 4 | 4 | 11 | 3 | 4 | 4 | 11 |
| 24 | 4 | 4 | 5 | 4 | 17 | 5 | 4 | 4 | 4 | 17 | 3 | 5 | 4 | 12 | 3 | 4 | 4 | 11 |
| 25 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 5 | 13 | 4 | 4 | 5 | 13 |
| 26 | 3 | 2 | 3 | 2 | 10 | 3 | 4 | 3 | 3 | 13 | 2 | 2 | 2 | 6 | 2 | 2 | 2 | 6 |
| 27 | 2 | 4 | 3 | 3 | 12 | 4 | 5 | 2 | 5 | 16 | 2 | 4 | 5 | 11 | 4 | 3 | 5 | 12 |
| 28 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 29 | 4 | 5 | 5 | 5 | 19 | 5 | 4 | 5 | 5 | 19 | 4 | 5 | 4 | 13 | 5 | 5 | 3 | 13 |
| 30 | 5 | 5 | 5 | 5 | 20 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 9 | 3 | 4 | 4 | 11 |
| 31 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 4 | 17 | 4 | 4 | 4 | 12 | 5 | 5 | 5 | 15 |
| 32 | 3 | 5 | 5 | 5 | 18 | 5 | 5 | 4 | 4 | 18 | 5 | 5 | 5 | 15 | 4 | 5 | 5 | 14 |
| 33 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 5 | 13 | 4 | 4 | 5 | 13 |
| 34 | 4 | 3 | 3 | 3 | 13 | 3 | 2 | 2 | 2 | 9 | 4 | 3 | 2 | 9 | 3 | 2 | 3 | 8 |

| | | | | | | | | | | | | | | | | | | |
|----|---|---|---|---|----|---|---|---|---|----|---|---|---|----|---|---|---|----|
| 35 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 5 | 18 | 5 | 4 | 4 | 13 | 5 | 5 | 5 | 15 |
| 36 | 2 | 2 | 2 | 2 | 8 | 2 | 2 | 2 | 2 | 8 | 2 | 2 | 2 | 6 | 2 | 2 | 2 | 6 |
| 37 | 4 | 4 | 4 | 4 | 16 | 4 | 5 | 5 | 5 | 19 | 4 | 4 | 5 | 13 | 5 | 4 | 4 | 13 |
| 38 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 4 | 14 |
| 39 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 3 | 12 | 3 | 3 | 3 | 9 | 3 | 3 | 2 | 8 |
| 40 | 5 | 5 | 5 | 4 | 19 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 4 | 4 | 13 |
| 41 | 4 | 4 | 4 | 4 | 16 | 4 | 4 | 5 | 5 | 18 | 4 | 4 | 4 | 12 | 4 | 5 | 5 | 14 |
| 42 | 3 | 3 | 3 | 3 | 12 | 2 | 3 | 3 | 2 | 10 | 2 | 2 | 3 | 7 | 3 | 3 | 3 | 9 |
| 43 | 5 | 5 | 5 | 4 | 19 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 13 | 4 | 4 | 4 | 12 |
| 44 | 2 | 3 | 3 | 2 | 10 | 2 | 3 | 2 | 3 | 10 | 2 | 2 | 3 | 7 | 2 | 3 | 4 | 9 |
| 45 | 5 | 5 | 5 | 4 | 19 | 4 | 4 | 4 | 4 | 16 | 5 | 4 | 4 | 13 | 5 | 5 | 5 | 15 |
| 46 | 3 | 4 | 4 | 4 | 15 | 3 | 3 | 4 | 4 | 14 | 4 | 3 | 3 | 10 | 2 | 3 | 2 | 7 |
| 47 | 4 | 4 | 4 | 4 | 16 | 5 | 5 | 4 | 4 | 18 | 4 | 5 | 5 | 14 | 4 | 4 | 4 | 12 |
| 48 | 5 | 5 | 5 | 5 | 20 | 1 | 1 | 3 | 3 | 8 | 2 | 3 | 5 | 10 | 3 | 3 | 4 | 10 |
| 49 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 5 | 20 | 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 50 | 5 | 5 | 5 | 5 | 20 | 5 | 4 | 5 | 4 | 18 | 3 | 3 | 4 | 10 | 4 | 4 | 4 | 12 |



Lampiran 0 5. Deskripsi Data Responden

1. Jenis Kelamin Responden

| | | Jenis Kelamin | | | |
|-------|-----------|----------------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | Laki-laki | 13 | 26.0 | 26.0 | 26.0 |
| | Perempuan | 37 | 74.0 | 74.0 | 100.0 |
| | Total | 50 | 100.0 | 100.0 | |

2. Usia Responden

| | | Usia | | | |
|-------|-------------|-------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 17-25 Tahun | 8 | 16.0 | 16.0 | 16.0 |
| | 26-35 Tahun | 14 | 28.0 | 28.0 | 44.0 |
| | 36-45 Tahun | 23 | 46.0 | 46.0 | 90.0 |
| | >45 Tahun | 5 | 10.0 | 10.0 | 100.0 |
| | Total | 50 | 100.0 | 100.0 | |

3. Pendidikan Terakhir Responden

| | | Pendidikan Terakhir | | | |
|-------|--------------|----------------------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | SMP | 2 | 4.0 | 4.0 | 4.0 |
| | SMA/SMK | 36 | 72.0 | 72.0 | 76.0 |
| | Diploma | 7 | 14.0 | 14.0 | 90.0 |
| | Sarjana (S1) | 5 | 10.0 | 10.0 | 100.0 |
| | Total | 50 | 100.0 | 100.0 | |

4. Lama Masa Kerja Responden

| | | Lama Masa Kerja | | | |
|-------|------------|------------------------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1-5 Tahun | 23 | 46.0 | 46.0 | 46.0 |
| | 6-10 Tahun | 21 | 42.0 | 42.0 | 88.0 |
| | >10 Tahun | 6 | 12.0 | 12.0 | 100.0 |
| | Total | 50 | 100.0 | 100.0 | |

Lampiran 0 6. Hasil Uji Instrumen

1. Hasil Uji Validitas Sampel Besar (N = 50)Variabel Kepemimpinan (X₁)

| | | Correlations | | | | |
|----------|---------------------|--------------|--------|--------|--------|----------|
| | | X1.1 | X1.2 | X1.3 | X1.4 | Total.X1 |
| X1.1 | Pearson Correlation | 1 | .680** | .702** | .670** | .856** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X1.2 | Pearson Correlation | .680** | 1 | .786** | .737** | .895** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X1.3 | Pearson Correlation | .702** | .786** | 1 | .805** | .922** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X1.4 | Pearson Correlation | .670** | .737** | .805** | 1 | .899** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| Total.X1 | Pearson Correlation | .856** | .895** | .922** | .899** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 50 | 50 | 50 | 50 | 50 |

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

Variabel Kepuasan Kerja (X₂)

| | | Correlations | | | | |
|----------|---------------------|--------------|--------|--------|--------|----------|
| | | X2.1 | X2.2 | X2.3 | X2.4 | Total.X2 |
| X2.1 | Pearson Correlation | 1 | .707** | .727** | .725** | .895** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X2.2 | Pearson Correlation | .707** | 1 | .666** | .734** | .878** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X2.3 | Pearson Correlation | .727** | .666** | 1 | .697** | .873** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| X2.4 | Pearson Correlation | .725** | .734** | .697** | 1 | .892** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 50 | 50 | 50 | 50 | 50 |
| Total.X2 | Pearson Correlation | .895** | .878** | .873** | .892** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 50 | 50 | 50 | 50 | 50 |

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

Variabel Kompensasi Finansial (X₃)

Correlations

| | | X3.1 | X3.2 | X3.3 | Total.X3 |
|----------|---------------------|--------|--------|--------|----------|
| X3.1 | Pearson Correlation | 1 | .726** | .501** | .865** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 |
| X3.2 | Pearson Correlation | .726** | 1 | .676** | .921** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 50 | 50 | 50 | 50 |
| X3.3 | Pearson Correlation | .501** | .676** | 1 | .822** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 50 | 50 | 50 | 50 |
| Total.X3 | Pearson Correlation | .865** | .921** | .822** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 50 | 50 | 50 | 50 |

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

Variabel Loyalitas Karyawan (Y)

Correlations

| | | Y1 | Y2 | Y3 | Total.Y |
|---------|---------------------|--------|--------|--------|---------|
| Y1 | Pearson Correlation | 1 | .787** | .728** | .922** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 |
| Y2 | Pearson Correlation | .787** | 1 | .742** | .916** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 50 | 50 | 50 | 50 |
| Y3 | Pearson Correlation | .728** | .742** | 1 | .903** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 50 | 50 | 50 | 50 |
| Total.Y | Pearson Correlation | .922** | .916** | .903** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 50 | 50 | 50 | 50 |

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

2. Hasil Uji Reliabilitas Sampel Besar (N = 50)

Variabel Kepemimpinan (X₁)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 50 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 50 | 100.0 |

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

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| .915 | 4 |

Variabel Kepuasan Kerja (X_2)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 50 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 50 | 100.0 |

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

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| .907 | 4 |

Variabel Kompensasi Finansial (X_3)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 50 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 50 | 100.0 |

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

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| .838 | 3 |

Variabel Loyalitas Karyawan (Y)

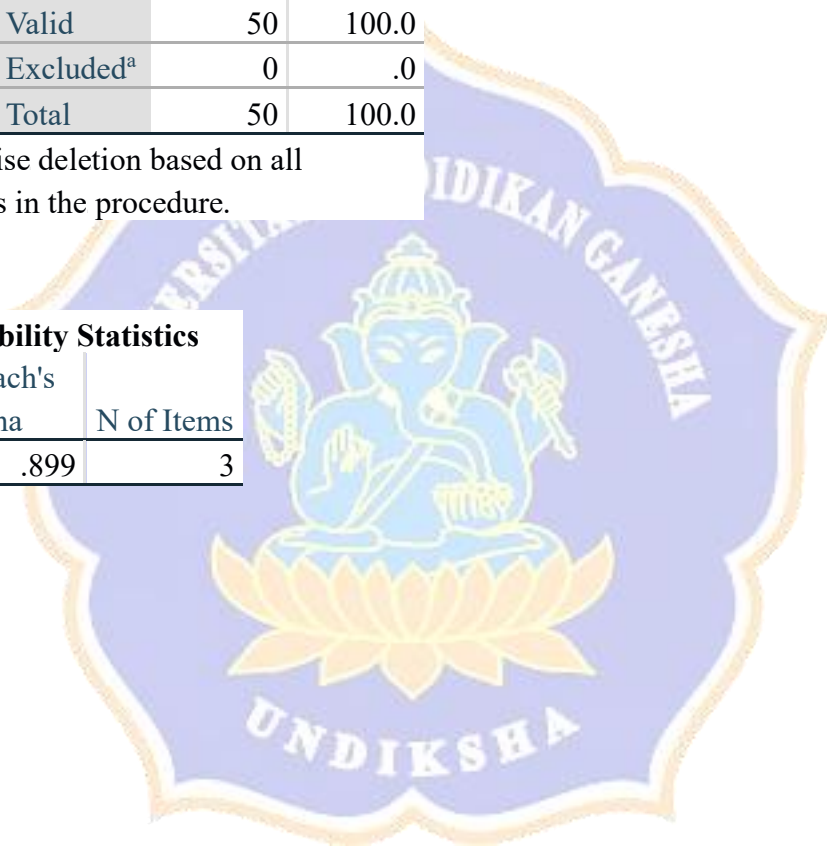
Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 50 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 50 | 100.0 |

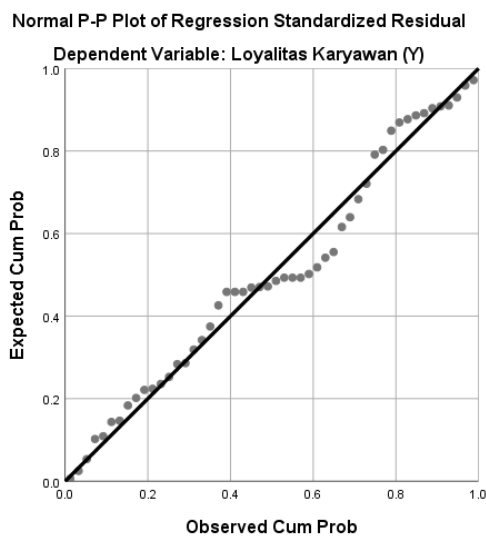
a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

| Cronbach's | |
|------------|------------|
| Alpha | N of Items |
| .899 | 3 |



Lampiran 0 7. Hasil Uji Klasik
1. Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|--------------------------|-------------------------|
| N | | 50 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 1.37724857 |
| | Most Extreme Differences | |
| | Absolute | .103 |
| | Positive | .103 |
| | Negative | -.077 |
| Test Statistic | | .103 |
| Asymp. Sig. (2-tailed) | | .200 ^{c,d} |

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

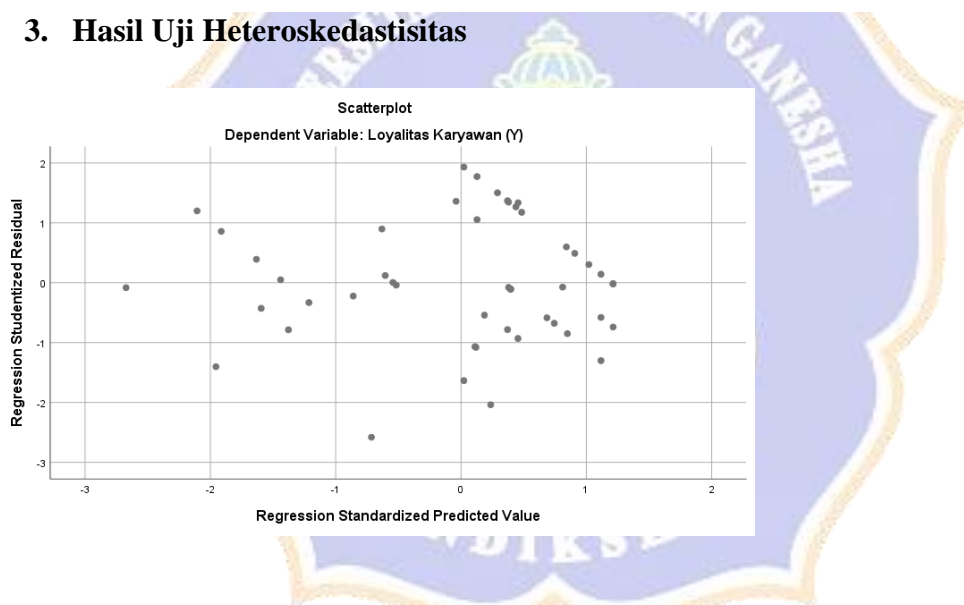
d. This is a lower bound of the true significance.

2. Hasil Uji Multikolinieritas

| Coefficients ^a | | | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 (Constant) | .160 | 1.142 | | .140 | .889 | | |
| Kepemimpinan (X1) | .222 | .100 | .257 | 2.209 | .032 | .425 | 2.354 |
| Kepuasan Kerja (X2) | .240 | .087 | .342 | 2.766 | .008 | .376 | 2.660 |
| Kompensasi Finansial (X3) | .375 | .160 | .347 | 2.341 | .024 | .263 | 3.808 |

a. Dependent Variable: Loyalitas Karyawan (Y)

3. Hasil Uji Heteroskedastisitas



| Coefficients ^a | | | | | |
|---------------------------|-----------------------------|------------|---------------------------|-------|------|
| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 1.383 | .709 | | 1.950 | .057 |
| Kepemimpinan (X1) | -.026 | .062 | -.092 | -.414 | .681 |
| Kepuasan Kerja (X2) | .074 | .054 | .321 | 1.368 | .178 |
| Kompensasi Finansial (X3) | -.088 | .099 | -.250 | -.890 | .378 |

a. Dependent Variable: Abs_Res

Lampiran 0 8 Hasil Uji Regresi Linear Berganda

| Model | | Coefficients ^a | | Standardized Coefficients Beta | t | Sig. |
|-------|---------------------------|-------------------------------|------------|--------------------------------|-------|------|
| | | Unstandardized Coefficients B | Std. Error | | | |
| 1 | (Constant) | .160 | 1.142 | | .140 | .889 |
| | Kepemimpinan (X1) | .222 | .100 | .257 | 2.209 | .032 |
| | Kepuasan Kerja (X2) | .240 | .087 | .342 | 2.766 | .008 |
| | Kompensasi Finansial (X3) | .375 | .160 | .347 | 2.341 | .024 |

a. Dependent Variable: Loyalitas Karyawan (Y)



Lampiran 0 9 Hasil Uji Hipotesis

1. Hasil Uji t (Parsial)

| Model | | Coefficients ^a | | Standardized Coefficients Beta | t | Sig. |
|-------|---------------------------|-------------------------------|------------|--------------------------------|-------|------|
| | | Unstandardized Coefficients B | Std. Error | | | |
| 1 | (Constant) | .160 | 1.142 | | .140 | .889 |
| | Kepemimpinan (X1) | .222 | .100 | .257 | 2.209 | .032 |
| | Kepuasan Kerja (X2) | .240 | .087 | .342 | 2.766 | .008 |
| | Kompensasi Finansial (X3) | .375 | .160 | .347 | 2.341 | .024 |

a. Dependent Variable: Loyalitas Karyawan (Y)

2. Uji F (Simultan)

| Model | | ANOVA ^a | | | | |
|-------|------------|--------------------|----|-------------|--------|-------------------|
| | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 258.176 | 3 | 86.059 | 42.592 | .000 ^b |
| | Residual | 92.944 | 46 | 2.021 | | |
| | Total | 351.120 | 49 | | | |

a. Dependent Variable: Loyalitas Karyawan (Y)

b. Predictors: (Constant), Kompensasi Finansial (X3), Kepemimpinan (X1), Kepuasan Kerja (X2)

Lampiran 0 10. Hasil Uji Koefisien Determinasi (R²)**Model Summary**

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .857 ^a | .735 | .718 | 1.421 |

a. Predictors: (Constant), Kompensasi Finansial (X3), Kepemimpinan (X1), Kepuasan Kerja (X2)



RIWAYAT HIDUP



Ni Kadek Ana Aprilya Dewi, lahir di Beneng pada tanggal 14 April 2002. Penulis lahir sebagai anak kedua dari pasangan I Kadek Sumiasa dan Ni Wayan Sutini. Penulis berkebangsaan Indonesia dan beragama Hindu. Penulis berasal dari Dusun Beneng, Desa Getakan, Kecamatan Banjarangkan, Kabupaten Klungkung, Provinsi Bali. Penulis pertama kali menempuh pendidikan sekolah dasar di SD Neogeri 2 Getakan hingga tamat pada tahun 2014, dan melanjutkan pendidikan sekolah menengah pertama di SMP Negeri 2 Banjarangkan dan lulus pada tahun 2017. Kemudian penulis menempuh pendidikan sekolah menengah atas di SMK Negeri 1 Klungkung, jurusan Administrasi Perkantoran, dan lulus pada tahun 2020. Setelah lulus SMA, penulis melanjutkan pendidikan ke jenjang perguruan tinggi di Universitas Pendidikan Ganesha Singaraja dengan mengambil Jurusan Manajemen, Fakultas Ekonomi.

