



Lampiran 01. Kuesioner Penelitian

	PENGARUH BUDAYA ORGANISASI DAN KOMPETENSI TERHADAP KEPUASAN KERJA PEGAWAI DI DINAS KEBUDAYAAN KABUPATEN BULELENG
---	--

Kepada responden terhormat,

Dalam rangka untuk melaksanakan penelitian skripsi program sarjana (S1), peneliti memerlukan informasi untuk mendukung penelitian yang dilakukan dengan judul “ Pengaruh Budaya Organisasi dan Kompetensi Terhadap Kepuasan Kerja Pegawai di Dinas Kebudayaan Kabupaten Buleleng”, maka peneliti mohon kesediaan Ibu/Saudara/I meluangkan waktu untuk mengisi kuesioner atau pernyataan yang dilampirkan. Jawaban yang anda berikan akan sangat membantu penelitian ini dan kuesioner ini dapat digunakan apabila sudah terisi semua.

Seluruh data dan informasi yang diberikan oleh Ibu/Saudara/I berikan akan dijaga kerahasiaannya dan hanya digunakan untuk kepentingan akademis penelitian semata. Peneliti ucapkan terima kasih kepada Ibu/Saudara/I yang telah bersedia meluangkan waktu mengisi kuesioner ini secara objektif dan benar.

Peneliti

Ni Nengah Sugiantini

NIM. 2217041281

I. Identitas Responden

Nama :
 Jenis Kelamin :
 Status Kepegawaian : ☐ PNS

☐ PPPK

Unit/Bidang Kerja :

Pendidikan Terakhir : ☐ Tidak Sekolah

☐ SD/Sederajat

☐ SMP/ Sederajat

☐ SMA/Sederajat

☐ Diploma/Sarjana

II. Panduan Pengisian Kuesioner

Di bawah ini, anda akan menjumpai sejumlah pernyataan yang menggambarkan kondisi pengelolaan keuangan usaha. Adapun intruksi pengisian kuesioner sebagai berikut.

1. Bacalah dengan seksama setiap pernyataan yang tertera dalam kuesioner ini.
2. Pilihlah jawaban yang paling sesuai dengan kondisi saat ini, jika anda merasa terdapat pilihan yang kurang sesuai, pilihlah jawaban yang paling mendekati.
3. Berilah centang (✓) pada kolom yang telah disediakan di sebelah pernyataan

III. Keterangan

Untuk mempermudah penilaian, setiap pernyataan dilengkapi dengan skala penilaian sebagai berikut.

1. Sangat Tidak Setuju (STS) : Jika pernyataan sepenuhnya tidak mencerminkan kondisi anda
2. Tidak Setuju (TS) : Jika pernyataan sebagian besar tidak mencerminkan kondisi anda
3. Kurang Setuju (KS) : Jika pernyataan sebagian besar mencerminkan kondisi anda
4. Setuju (S) : Jika pernyataan sebagian besar mencerminkan kondisi anda

- #### IV. Hal-hal yang Diperhatikan

- ## V. Item Pernyataan

No	Pernyataan	Jawaban				
		STS	TS	KS	S	SS
Kepuasan terhadap Pekerjaan itu Sendiri						
1	Saya merasa pekerjaan saya menarik dan bermakna					
2	Pekerjaan saya sesuai dengan kemampuan yang saya miliki					
Kepuasan terhadap Gaji						
3	Gaji yang saya terima sesuai dengan beban kerja saya					
4	Saya merasa puas dengan tunjangan yang diberikan					
Kepuasan terhadap Rekan Kerja						
5	Rekan kerja saya bersedia membantu saat saya mengalami kesulitan					
6	Hubungan saya dengan rekan kerja berjalan baik dan harmonis					
Kepuasan terhadap Atasan						
7	Pimpinan memberikan arahan yang jelas dalam bekerja					
8	Pimpinan memberikan apresiasi terhadap hasil kerja pegawai					
Kepuasan terhadap Peluang Promosi						

9	Saya memiliki keinginan kuat untuk meningkatkan kemampuan kerja					
10	Saya termotivasi untuk mencapai prestasi yang lebih baik					



Lampiran 02. Tabulasi Data Sampel Besar

No	Budaya Organisasi												Total .X ₁
	X _{1.1}	X _{1.2}	X _{1.3}	X _{1.4}	X _{1.5}	X _{1.6}	X _{1.7}	X _{1.8}	X _{1.9}	X _{1.10}	X _{1.11}	X _{1.12}	
1	5	5	5	5	4	5	5	4	5	4	5	5	57
2	4	4	4	4	4	5	3	4	4	4	5	4	49
3	2	2	2	3	2	4	3	3	3	2	2	2	30
4	4	4	4	4	4	4	4	4	4	4	3	5	48
5	3	3	4	3	4	3	3	5	3	3	4	3	41
6	5	5	5	5	5	5	5	5	5	5	5	5	60
7	4	4	5	5	5	4	4	5	4	5	4	4	53
8	4	4	5	5	4	4	5	4	4	5	4	4	52
9	1	3	3	2	2	2	2	3	3	2	2	2	27
10	3	3	3	4	3	4	4	2	4	3	4	3	40
11	4	4	5	4	3	4	3	4	5	4	5	4	49
12	3	5	4	4	4	3	4	3	4	4	4	4	46
13	4	5	4	5	5	5	4	5	5	4	5	5	56
14	3	3	3	4	3	4	3	2	4	3	4	4	40
15	5	4	5	5	5	4	4	4	5	5	5	4	55
16	5	5	5	5	5	5	4	5	5	5	5	5	59
17	5	5	4	5	5	5	5	5	4	5	5	5	58
18	5	5	4	4	5	5	5	5	5	5	4	5	57
19	3	3	3	2	2	3	3	3	1	3	3	3	32
20	4	3	3	3	3	3	4	3	2	4	3	4	39
21	4	5	5	4	4	5	5	5	4	3	4	5	53
22	5	5	5	5	5	5	5	5	5	5	5	5	60
23	5	5	5	5	5	5	5	5	5	5	5	5	60
24	5	5	5	5	5	5	4	5	5	5	5	4	58
25	4	5	5	5	5	5	5	4	3	4	5	5	55
26	5	5	5	5	5	5	5	5	5	5	5	5	60
27	4	4	4	4	4	5	4	4	4	4	4	4	49
28	4	5	4	5	5	5	5	5	4	4	4	4	54
29	5	5	5	5	5	4	4	4	5	5	4	4	55
30	2	2	2	3	2	2	2	2	1	2	2	3	25
31	4	3	4	4	5	5	5	4	4	5	3	4	50
32	3	3	4	3	4	3	4	2	5	4	4	4	43
33	3	3	4	4	3	3	3	3	3	3	2	3	37
34	5	5	5	5	5	5	5	5	5	5	5	5	60
35	4	3	4	4	4	3	4	3	5	4	4	4	46
36	4	3	5	5	4	5	5	5	5	5	4	5	55
37	4	3	4	4	3	4	5	4	3	4	4	5	47
38	4	5	4	4	4	4	4	4	4	4	5	4	50
39	4	4	3	3	3	2	3	4	2	4	4	3	39
40	3	5	4	4	4	4	5	5	4	4	4	4	50
41	3	4	4	4	4	4	4	4	3	5	4	4	47
42	5	5	5	4	4	4	5	4	5	5	5	5	56

43	5	5	5	5	5	5	5	5	5	5	5	5	60
44	3	2	3	3	2	2	3	4	3	3	3	3	34
45	4	3	4	3	4	4	3	2	3	4	3	2	39
46	5	4	4	5	5	4	5	4	4	5	4	4	53
47	3	4	3	3	3	2	3	3	2	4	3	3	36
48	3	2	2	3	3	2	3	2	2	3	3	2	30
49	5	5	5	5	5	4	4	4	4	5	5	4	55
50	5	5	5	5	5	5	5	5	5	5	5	5	60
51	3	4	5	4	3	4	3	4	4	4	3	4	45
52	4	4	5	4	5	5	5	4	4	4	5	5	54
53	4	3	4	4	4	4	4	3	3	4	3	4	44
54	4	4	5	4	5	5	5	5	4	5	4	4	54
55	4	4	4	4	3	5	4	4	5	4	5	5	51
56	4	4	5	4	4	5	4	4	4	3	5	3	49
57	5	5	5	4	5	5	5	5	5	5	5	4	58
58	5	5	4	5	4	4	5	5	3	5	5	5	55
59	4	4	3	4	3	4	3	4	3	4	4	3	43
60	5	5	5	5	5	5	4	4	4	4	5	5	56
61	4	5	4	3	4	4	4	5	3	4	5	4	49
62	3	4	4	4	3	4	3	4	3	4	3	4	43
63	5	4	4	4	4	5	4	5	4	5	5	4	53
64	5	4	5	4	4	5	4	5	3	4	4	5	52
65	5	5	5	5	5	4	5	4	4	4	5	4	55
66	5	5	5	5	5	5	4	5	5	5	4	5	58
67	4	5	4	4	4	4	5	4	4	4	3	5	50
68	5	5	5	4	5	5	5	5	5	5	5	4	58
69	5	5	5	5	4	5	5	4	5	4	5	5	57
70	4	4	2	5	4	3	4	4	4	5	4	4	47
71	3	3	4	3	2	3	1	3	4	3	3	2	34
72	5	5	5	5	5	5	5	5	5	5	5	5	60
73	4	4	4	4	4	4	4	4	4	4	4	4	48
74	2	3	3	3	4	3	4	3	3	3	2	2	35
75	5	5	4	5	5	5	5	5	5	4	4	5	57
76	4	3	3	3	2	2	3	3	3	3	4	3	36
77	5	4	5	5	4	4	4	5	4	4	3	3	50
78	4	4	5	4	4	5	5	5	4	4	4	4	52
79	5	5	5	5	5	5	5	5	5	5	5	5	60
80	3	4	3	4	3	3	4	4	5	4	4	4	45
81	4	3	5	3	4	5	4	5	5	4	5	4	51
82	4	3	4	4	4	4	3	4	3	5	4	4	46
83	4	5	5	4	5	5	5	5	5	5	5	5	58
84	4	3	4	4	5	4	3	4	4	3	3	4	45
85	4	5	5	5	5	5	4	5	4	4	5	5	56
86	5	5	5	5	5	5	5	5	5	5	5	5	60
87	5	5	5	3	5	5	5	4	5	5	5	5	57
88	5	5	5	5	4	5	5	5	5	4	5	4	57
89	4	4	4	3	5	4	4	4	5	5	4	4	50

90	4	3	4	4	4	4	4	5	3	4	4	4	47
91	5	4	5	5	4	5	5	5	5	5	4	5	57
92	4	4	3	4	3	3	4	4	4	4	4	4	45
93	3	3	3	4	3	3	3	3	4	2	3	3	37
94	5	5	5	5	5	5	5	5	5	5	5	5	60
95	4	4	3	5	4	3	4	3	4	4	4	3	45
96	4	3	3	4	3	3	2	3	4	2	3	4	38
97	3	2	3	4	3	3	4	4	3	4	3	4	40
98	4	3	4	5	4	4	4	4	4	3	3	3	45
99	4	5	5	5	5	5	5	5	5	5	5	5	59
100	5	5	5	4	4	5	3	5	4	5	4	5	54
101	5	5	5	4	5	4	4	5	4	5	5	5	56
102	5	5	5	4	5	5	5	5	5	5	5	5	59
103	5	5	5	5	5	5	5	5	5	5	5	5	60
104	5	5	4	5	5	5	5	5	4	5	5	5	58
105	4	5	5	5	5	5	5	5	5	5	5	5	59
106	5	4	3	4	4	4	4	4	5	4	5	4	50
107	4	4	4	4	4	4	4	4	5	5	4	5	51
108	5	4	3	4	4	4	4	4	4	4	3	4	47
109	3	3	3	3	3	3	3	3	3	4	4	2	37
110	5	5	4	4	5	4	5	4	5	4	4	4	53
111	4	2	3	4	4	2	3	3	5	3	3	3	39
112	5	4	5	4	5	5	5	4	4	5	5	5	56
113	4	4	4	5	4	5	5	4	4	5	4	4	52
114	3	2	3	4	4	4	3	4	4	4	4	3	42
115	4	3	4	5	4	5	5	4	5	5	4	5	53
116	5	4	5	5	5	5	5	5	5	5	5	5	59
117	2	3	3	1	3	3	4	3	3	4	3	3	35
118	5	5	5	5	5	5	5	5	5	5	5	5	60
119	3	3	4	3	3	5	3	3	4	3	3	2	39
120	5	5	4	5	5	4	4	4	5	5	5	5	56
121	2	2	2	2	2	2	2	2	2	2	2	2	24
122	2	4	2	3	3	2	3	2	2	3	2	3	31
123	4	3	3	3	2	3	3	3	2	4	3	3	36
124	5	4	5	5	5	5	5	5	5	4	5	4	57
125	3	3	2	2	3	4	3	3	2	3	3	3	34
126	4	4	4	4	4	5	3	4	5	3	4	4	48
127	5	5	4	5	5	5	5	5	5	5	5	5	59
128	4	4	4	4	3	3	3	3	3	4	3	4	42
129	3	4	4	3	4	2	2	4	3	3	3	3	38
130	2	2	4	2	3	4	3	4	3	3	4	2	36
131	4	4	5	5	4	5	5	5	5	5	4	5	56
132	5	4	4	5	5	5	5	5	5	5	5	5	58
133	5	5	5	5	5	5	5	5	5	5	5	5	60
134	5	5	5	5	5	4	5	5	5	5	5	5	59
135	3	5	4	3	4	2	4	4	4	3	3	4	43
136	4	4	4	4	4	5	4	4	5	4	4	5	51

137	3	4	2	3	3	4	3	3	4	4	4	4	41
138	4	4	4	3	3	4	4	3	5	4	4	3	45
139	4	4	4	2	4	4	4	4	3	3	4	3	43
140	3	4	3	4	3	3	3	4	3	1	3	4	38
141	4	4	4	4	5	5	4	4	5	3	4	5	51
142	5	5	5	5	5	5	5	5	5	5	4	5	59
143	3	4	4	3	3	4	4	2	3	3	4	3	40

No	Kompetensi										Total.X ₂
	X _{2.1}	X _{2.2}	X _{2.3}	X _{2.4}	X _{2.5}	X _{2.6}	X _{2.7}	X _{2.8}	X _{2.9}	X _{2.10}	
1	5	4	4	4	4	4	4	4	4	3	40
2	4	4	3	4	3	3	4	3	3	4	35
3	2	2	2	3	2	1	2	1	2	2	19
4	2	3	2	4	3	1	1	2	2	2	22
5	3	3	4	3	3	4	4	3	3	4	34
6	5	5	5	5	5	5	5	5	4	5	49
7	4	5	4	3	3	5	3	4	3	4	38
8	4	4	4	4	5	3	4	2	4	4	38
9	4	4	5	4	4	5	5	5	5	5	46
10	4	4	4	4	5	3	4	4	4	4	40
11	4	5	5	5	5	5	5	4	5	5	48
12	5	5	5	5	5	5	5	4	5	5	49
13	4	4	5	4	5	5	5	5	4	5	46
14	2	3	3	3	3	4	3	2	3	3	29
15	5	5	5	5	5	4	5	5	4	5	48
16	5	5	5	5	4	5	5	5	4	5	48
17	5	5	5	5	5	5	5	4	4	5	48
18	5	5	5	5	5	5	5	5	4	5	49
19	5	4	4	5	4	5	5	4	5	5	46
20	4	3	4	4	4	4	3	4	3	4	37
21	5	5	5	5	5	5	5	5	5	5	50
22	5	5	5	5	5	5	5	5	5	5	50
23	3	3	3	3	2	2	3	2	3	3	27
24	4	4	4	3	3	4	4	4	2	3	35
25	5	5	5	5	5	5	5	5	5	5	50
26	5	5	4	5	5	5	5	5	4	5	48
27	3	3	3	3	2	5	3	3	3	4	32
28	3	4	3	3	4	3	3	4	4	4	35
29	5	5	5	5	5	5	5	5	5	5	50
30	3	3	2	3	3	3	2	3	3	2	27
31	4	4	3	4	4	3	4	4	2	5	37
32	5	4	5	5	5	5	5	5	5	5	49
33	4	5	5	4	4	5	4	4	5	5	45
34	4	4	4	5	4	4	4	4	5	4	42
35	5	5	5	5	4	5	5	5	5	4	48
36	5	4	5	4	5	5	3	5	4	5	45

84	5	5	5	5	4	5	5	4	5	5	48
85	5	5	5	5	5	5	5	5	4	5	49
86	5	5	5	5	5	5	5	5	5	5	50
87	5	5	5	5	5	5	4	4	5	4	47
88	4	5	5	4	5	4	5	5	5	5	47
89	5	5	5	4	5	5	5	5	5	5	49
90	5	4	5	5	5	4	5	5	5	4	47
91	4	3	4	4	4	4	4	3	4	4	38
92	5	5	5	5	5	5	5	5	5	5	50
93	4	5	5	5	4	5	4	4	4	5	45
94	3	3	3	3	3	3	2	3	3	3	29
95	2	4	3	3	4	3	3	4	4	4	34
96	4	2	2	2	3	4	4	3	3	4	31
97	3	3	3	3	3	4	2	3	4	3	31
98	4	4	5	4	5	4	4	5	5	4	44
99	4	4	4	5	4	5	5	5	5	5	46
100	4	4	4	5	4	4	4	4	4	5	42
101	5	3	4	5	5	4	5	4	4	5	44
102	4	3	4	4	4	3	4	4	4	3	37
103	4	3	3	5	5	3	4	4	4	3	38
104	5	5	5	5	5	5	5	4	4	5	48
105	4	5	4	5	5	4	5	5	4	4	45
106	4	4	4	4	4	5	4	3	4	4	40
107	4	4	3	3	3	4	4	4	4	3	36
108	3	4	3	4	2	3	3	3	3	3	31
109	4	5	5	5	5	5	5	5	5	4	48
110	5	5	5	4	4	5	5	5	5	5	48
111	4	4	3	3	3	2	4	4	4	2	33
112	2	2	3	2	2	4	2	2	2	3	24
113	4	5	5	5	5	5	5	5	5	5	49
114	4	3	4	4	4	3	4	3	4	4	37
115	5	4	4	3	4	4	4	3	5	5	41
116	5	5	5	5	5	5	5	5	5	5	50
117	3	2	2	2	2	3	3	2	3	1	23
118	5	5	5	5	5	5	5	5	5	5	50
119	4	4	4	5	4	3	4	4	5	4	41
120	5	5	5	5	4	5	4	4	5	5	47
121	4	2	3	4	2	4	4	3	4	3	33
122	4	4	4	3	4	4	4	4	4	3	38
123	2	3	3	3	4	3	3	3	3	4	31
124	2	2	3	3	2	2	3	2	3	2	24
125	4	4	4	4	4	5	4	4	4	5	42
126	4	4	4	3	5	3	3	4	4	4	38
127	4	5	4	4	4	5	4	4	4	5	43
128	5	4	3	3	3	5	4	5	3	3	38
129	5	3	4	5	5	5	5	5	5	5	47
130	5	4	4	5	4	4	5	5	5	5	46

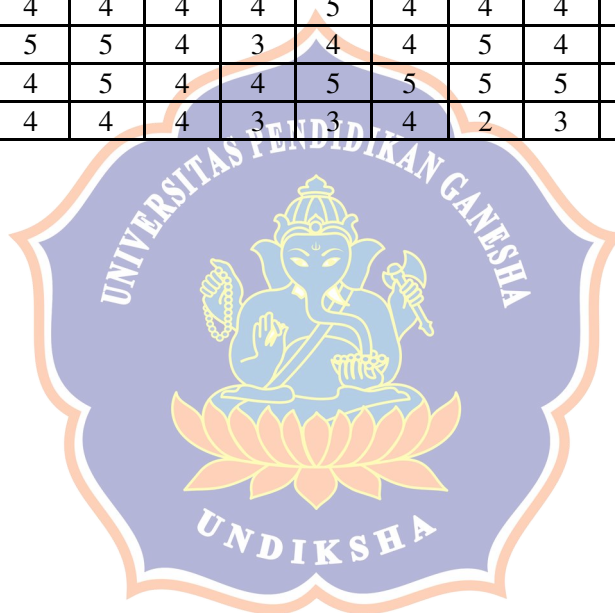
131	5	5	4	4	4	4	4	5	3	5	43
132	3	4	4	5	5	5	4	4	4	4	42
133	5	5	5	5	4	4	4	4	4	5	45
134	5	4	4	4	4	5	5	5	4	4	44
135	5	5	5	5	5	5	5	5	5	5	50
136	4	4	5	4	4	4	4	4	4	3	40
137	5	4	5	4	5	4	3	3	5	4	42
138	3	4	4	4	4	4	3	4	5	4	39
139	5	5	4	5	4	4	4	4	4	3	42
140	2	4	4	4	4	4	4	3	3	4	36
141	3	4	4	3	3	2	3	3	4	4	33
142	3	5	5	4	4	4	4	4	5	4	42
143	3	4	3	4	3	4	3	4	5	3	36

No	Kepuasan Kerja												Total.Y
	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	
1	4	4	4	4	5	4	4	3	4	3	4	3	46
2	4	4	4	5	4	4	4	4	3	5	5	5	51
3	1	2	3	2	2	2	3	2	2	1	3	2	25
4	3	2	2	4	4	3	4	3	2	2	3	3	35
5	4	2	4	3	4	3	4	3	4	3	4	3	41
6	5	5	5	5	5	5	5	5	5	5	5	5	60
7	2	3	4	4	2	4	5	3	4	3	3	3	40
8	5	4	5	3	4	4	5	5	4	5	5	5	54
9	3	4	4	3	2	4	3	4	2	3	4	3	39
10	3	3	3	4	2	3	4	3	3	3	3	2	36
11	4	4	4	4	5	4	3	3	5	4	4	3	47
12	5	5	5	5	5	5	5	5	5	5	5	4	59
13	4	4	5	4	4	5	4	5	5	4	5	5	54
14	5	3	4	5	4	4	3	3	5	5	4	3	48
15	5	5	5	5	5	5	5	5	5	5	5	5	60
16	4	5	5	4	5	5	4	4	5	5	4	5	55
17	4	4	4	4	4	4	4	5	4	4	4	4	49
18	3	4	4	5	3	4	5	3	4	4	4	4	47
19	4	4	4	4	4	3	4	3	4	4	2	4	44
20	3	2	2	4	4	4	4	3	5	4	4	4	43
21	5	5	5	5	5	5	5	5	5	4	5	5	59
22	4	5	4	4	3	5	4	5	4	4	5	4	51
23	4	5	3	4	3	5	4	4	2	3	4	3	44
24	4	5	5	5	5	5	4	4	5	5	4	4	55
25	5	5	5	5	5	5	5	5	5	5	5	5	60
26	5	5	5	4	5	4	5	4	4	5	5	5	56
27	4	4	4	3	4	2	3	4	3	4	2	2	39
28	4	5	4	4	5	4	5	5	5	4	4	4	53
29	4	4	4	4	3	4	4	4	3	4	4	4	46
30	4	2	3	3	3	4	3	3	1	3	3	2	34

31	4	5	4	5	5	5	4	4	4	3	4	4	51
32	5	5	5	5	5	5	5	5	5	5	5	5	60
33	3	3	2	4	3	4	4	4	3	4	3	4	41
34	4	5	5	5	5	5	5	5	5	4	5	5	58
35	4	5	4	4	5	4	5	5	4	5	5	4	54
36	5	5	5	5	5	4	5	5	4	5	5	5	58
37	4	4	3	5	4	4	5	5	4	5	4	4	51
38	5	4	4	4	4	4	5	4	4	4	4	3	49
39	2	4	3	3	4	4	3	4	4	4	4	4	43
40	5	5	5	5	5	5	5	5	5	5	5	5	60
41	4	4	5	4	5	4	4	4	4	5	3	5	51
42	4	5	4	4	4	5	4	5	4	5	5	4	53
43	5	5	5	5	5	5	5	5	5	5	5	5	60
44	2	2	2	2	2	2	2	2	3	1	2	2	24
45	2	4	4	4	2	2	3	3	3	2	4	3	36
46	5	5	4	4	5	4	4	4	4	5	4	5	53
47	3	4	3	3	3	3	1	2	2	3	2	4	33
48	3	1	2	3	2	2	2	3	2	4	2	2	28
49	5	5	5	5	5	5	5	5	5	5	5	5	60
50	4	5	5	4	4	4	5	5	5	5	4	4	54
51	4	4	3	3	4	3	4	3	3	4	3	4	42
52	4	4	4	5	5	5	4	5	4	4	3	4	51
53	5	4	4	4	4	4	2	5	5	5	4	4	50
54	5	4	4	5	4	4	5	4	5	4	5	4	53
55	5	4	4	4	5	5	4	5	5	5	5	5	56
56	4	4	3	4	3	4	4	4	4	4	3	5	46
57	5	5	5	4	5	4	4	5	5	5	4	5	56
58	3	3	3	3	4	4	4	3	3	4	3	4	41
59	4	3	4	4	3	3	4	4	4	3	5	4	45
60	3	3	4	4	5	4	4	4	4	4	5	4	48
61	3	4	4	4	3	4	2	4	4	4	4	3	43
62	5	5	5	5	5	5	5	4	5	5	5	5	59
63	4	5	4	5	4	5	4	4	3	5	3	4	50
64	5	5	5	5	4	4	4	4	4	4	4	5	53
65	4	5	4	4	5	5	5	4	3	5	5	5	54
66	4	3	4	4	4	4	3	3	4	5	5	4	47
67	4	4	4	3	4	3	4	4	5	4	5	4	48
68	3	4	3	3	4	3	4	3	3	3	2	3	38
69	5	5	5	5	5	5	5	5	5	5	5	5	60
70	3	4	3	5	4	4	3	3	4	4	4	4	45
71	4	3	3	4	5	4	3	3	4	4	3	4	44
72	5	5	5	5	5	5	5	5	5	5	5	5	60
73	4	4	4	4	5	4	4	5	5	4	4	5	52
74	4	3	2	2	3	3	3	4	3	2	2	2	33
75	5	5	5	5	5	5	5	5	5	5	5	5	60
76	4	4	4	4	4	3	2	4	4	3	3	3	42
77	4	4	4	4	4	4	4	4	4	3	3	4	46

78	3	4	4	4	5	4	5	4	5	3	5	4	50
79	5	5	5	5	5	5	5	5	5	5	4	5	59
80	3	4	3	3	4	4	4	4	5	3	3	4	44
81	5	4	4	5	4	4	2	4	4	2	5	4	47
82	4	4	4	5	4	3	5	3	4	5	4	3	48
83	4	5	5	5	5	5	5	5	5	5	5	4	58
84	4	4	4	5	5	5	4	4	4	5	5	4	53
85	4	5	4	4	4	4	4	5	5	4	4	5	52
86	5	5	5	5	5	5	5	5	5	5	5	5	60
87	5	5	4	5	5	4	5	5	4	5	5	5	57
88	2	4	3	3	4	4	4	4	3	3	4	3	41
89	3	5	4	4	4	5	5	5	5	4	4	3	51
90	5	5	4	4	4	5	4	5	4	4	4	4	52
91	5	4	4	4	5	5	5	4	4	5	4	3	52
92	5	5	5	5	5	5	5	4	5	5	5	5	59
93	4	4	4	4	4	3	3	5	5	4	4	3	47
94	4	4	5	4	5	4	5	4	5	4	5	4	53
95	4	4	4	2	4	4	4	2	4	4	4	3	43
96	4	5	3	3	3	2	3	4	2	3	3	3	38
97	4	3	3	3	3	2	3	4	4	3	2	2	36
98	4	5	5	5	4	4	4	5	5	4	3	4	52
99	4	4	4	5	4	4	4	4	5	5	5	3	51
100	5	3	4	5	4	4	5	4	5	5	4	5	53
101	4	4	4	3	4	4	4	4	5	5	3	4	48
102	4	4	4	4	4	4	5	5	4	5	4	4	51
103	5	5	5	5	4	5	4	5	4	4	3	5	54
104	5	5	5	5	5	5	5	5	5	5	5	4	59
105	5	5	5	5	5	4	4	4	4	5	5	5	56
106	5	5	4	4	2	4	4	5	4	3	4	5	49
107	5	3	3	3	3	4	4	3	4	3	4	4	43
108	3	3	2	3	4	3	3	3	3	3	3	4	37
109	5	4	5	2	3	4	4	5	3	3	5	5	48
110	4	4	4	4	5	5	4	4	5	5	5	3	52
111	4	3	5	3	3	3	3	2	2	4	4	3	39
112	5	4	4	4	4	5	4	4	4	4	3	4	49
113	5	4	4	5	5	5	3	4	5	4	5	4	53
114	4	4	5	4	5	4	4	4	4	5	4	5	52
115	5	3	5	5	4	4	5	4	4	4	5	5	53
116	5	4	5	5	5	5	5	5	5	5	5	4	58
117	2	5	3	3	2	3	2	4	4	3	3	4	38
118	5	5	5	5	5	5	5	4	5	5	5	5	59
119	3	4	4	4	5	4	4	3	5	4	5	4	49
120	5	5	5	5	5	5	5	5	5	5	5	5	60
121	3	4	3	3	2	4	3	3	4	3	4	4	40
122	3	4	3	3	3	3	3	2	4	3	3	3	37
123	3	4	3	5	3	4	5	4	4	4	4	5	48
124	5	3	3	2	4	4	4	2	2	3	3	3	38

125	5	3	5	2	3	3	4	4	4	4	4	4	45
126	5	4	4	4	4	4	4	4	4	3	3	4	47
127	5	4	4	4	5	5	4	5	5	5	4	5	55
128	2	2	2	2	4	4	3	4	3	4	4	5	39
129	5	4	4	4	3	5	4	4	3	5	4	5	50
130	4	3	4	3	3	4	2	4	3	4	3	4	41
131	5	4	5	5	5	5	5	5	5	5	4	4	57
132	5	5	5	4	5	4	5	4	5	4	5	5	56
133	5	4	4	4	5	3	4	5	4	4	4	4	50
134	4	3	4	4	3	3	4	4	2	4	4	5	44
135	4	4	4	3	5	4	5	5	4	4	4	4	50
136	5	5	5	4	5	5	5	5	5	5	4	4	57
137	4	5	4	5	4	3	4	4	4	5	4	4	50
138	3	5	5	3	4	5	4	5	4	4	5	3	50
139	4	3	2	4	3	5	5	4	4	3	3	5	45
140	4	4	4	4	4	5	4	4	4	5	4	5	51
141	4	5	5	4	3	4	4	5	4	4	4	4	50
142	5	4	5	4	4	5	5	5	5	5	5	5	57
143	4	4	4	4	3	3	4	2	3	3	3	4	41



Lampiran 03. Hasil Uji Instrumen Penelitian

1. Uji Validitas

a. Variabel Budaya Organisasi (X₁)

		Correlations												Budaya Organisasi (X ₁)
		X1_1	X1_2	X1_3	X1_4	X1_5	X1_6	X1_7	X1_8	X1_9	X1_10	X1_11	X1_12	
X1_1	Pearson Correlation	1	.671**	.665**	.711**	.733**	.647**	.656**	.662**	.622**	.706**	.723**	.704**	.860**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_2	Pearson Correlation	.671**	1	.638**	.580**	.688**	.558**	.629**	.635**	.542**	.584**	.678**	.693**	.799**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_3	Pearson Correlation	.665**	.638**	1	.585**	.700**	.710**	.620**	.695**	.622**	.605**	.660**	.627**	.823**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_4	Pearson Correlation	.711**	.580**	.585**	1	.677**	.590**	.623**	.610**	.625**	.591**	.574**	.682**	.794**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_5	Pearson Correlation	.733**	.688**	.700**	.677**	1	.680**	.725**	.688**	.662**	.689**	.671**	.679**	.870**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_6	Pearson Correlation	.647**	.558**	.710**	.590**	.680**	1	.679**	.675**	.636**	.583**	.676**	.667**	.822**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_7	Pearson Correlation	.656**	.629**	.620**	.623**	.725**	.679**	1	.635**	.582**	.687**	.635**	.712**	.828**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_8	Pearson Correlation	.662**	.635**	.695**	.610**	.688**	.675**	.635**	1	.547**	.621**	.640**	.676**	.818**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_9	Pearson Correlation	.622**	.542**	.622**	.625**	.662**	.636**	.582**	.547**	1	.547**	.636**	.619**	.777**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_10	Pearson Correlation	.706**	.584**	.605**	.591**	.689**	.583**	.687**	.621**	.547**	1	.657**	.658**	.801**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_11	Pearson Correlation	.723**	.678**	.660**	.574**	.671**	.676**	.635**	.640**	.636**	.657**	1	.659**	.831**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
X1_12	Pearson Correlation	.704**	.693**	.627**	.682**	.679**	.667**	.712**	.676**	.619**	.658**	.659**	1	.849**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Budaya Organisasi (X ₁)	Pearson Correlation	.860**	.799**	.823**	.794**	.870**	.822**	.828**	.818**	.777**	.801**	.831**	.849**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	143	143	143	143	143	143	143	143	143	143	143	143	143

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

b. Variabel Kompetensi (X₂)

		Correlations										Kompetensi (X ₂)
		X2_1	X2_2	X2_3	X2_4	X2_5	X2_6	X2_7	X2_8	X2_9	X2_10	
X2_1	Pearson Correlation	1	.622**	.681**	.661**	.634**	.635**	.740**	.662**	.606**	.596**	.820**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_2	Pearson Correlation	.622**	1	.751**	.685**	.641**	.584**	.649**	.680**	.612**	.642**	.821**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_3	Pearson Correlation	.681**	.751**	1	.720**	.755**	.700**	.734**	.714**	.709**	.683**	.891**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_4	Pearson Correlation	.661**	.685**	.720**	1	.690**	.564**	.703**	.671**	.646**	.644**	.836**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_5	Pearson Correlation	.634**	.641**	.755**	.690**	1	.581**	.687**	.698**	.651**	.663**	.838**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_6	Pearson Correlation	.635**	.584**	.700**	.564**	.581**	1	.644**	.667**	.587**	.666**	.797**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_7	Pearson Correlation	.740**	.649**	.734**	.703**	.687**	.644**	1	.722**	.677**	.659**	.865**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_8	Pearson Correlation	.662**	.680**	.714**	.671**	.698**	.667**	.722**	1	.611**	.645**	.848**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_9	Pearson Correlation	.606**	.612**	.709**	.646**	.651**	.587**	.677**	.611**	1	.630**	.805**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143
X2_10	Pearson Correlation	.596**	.642**	.683**	.644**	.663**	.666**	.659**	.645**	.630**	1	.821**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	143	143	143	143	143	143	143	143	143	143	143
Kompetensi (X ₂)	Pearson Correlation	.820**	.821**	.891**	.836**	.838**	.797**	.865**	.848**	.805**	.821**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	143	143	143	143	143	143	143	143	143	143	143

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

c. Variabel Kepuasan Kerja (Y)

		Correlations												Kepuasan Kerja (Y)
		Y_1	Y_2	Y_3	Y_4	Y_5	Y_6	Y_7	Y_8	Y_9	Y_10	Y_11	Y_12	
Y_1	Pearson Correlation	1	.432**	.611**	.464**	.517**	.475**	.440**	.492**	.419**	.553**	.425**	.495**	.707**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_2	Pearson Correlation	.432**	1	.638**	.517**	.472**	.531**	.437**	.601**	.485**	.481**	.448**	.483**	.728**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_3	Pearson Correlation	.611**	.638**	1	.508**	.528**	.496**	.503**	.541**	.550**	.584**	.614**	.494**	.790**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_4	Pearson Correlation	.464**	.517**	.508**	1	.510**	.545**	.494**	.447**	.533**	.557**	.494**	.475**	.731**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_5	Pearson Correlation	.517**	.472**	.528**	.510**	1	.563**	.512**	.450**	.612**	.628**	.514**	.461**	.760**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_6	Pearson Correlation	.475**	.531**	.496**	.545**	.563**	1	.538**	.556**	.521**	.582**	.569**	.558**	.773**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_7	Pearson Correlation	.440**	.437**	.503**	.494**	.512**	.538**	1	.478**	.474**	.505**	.525**	.479**	.714**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_8	Pearson Correlation	.492**	.601**	.541**	.447**	.450**	.556**	.478**	1	.534**	.522**	.489**	.516**	.740**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_9	Pearson Correlation	.419**	.485**	.550**	.533**	.612**	.521**	.474**	.534**	1	.531**	.527**	.448**	.745**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_10	Pearson Correlation	.553**	.481**	.584**	.557**	.628**	.582**	.505**	.522**	.531**	1	.525**	.551**	.787**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_11	Pearson Correlation	.425**	.448**	.614**	.494**	.514**	.569**	.525**	.489**	.527**	.525**	1	.517**	.743**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000	.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Y_12	Pearson Correlation	.495**	.483**	.494**	.475**	.461**	.558**	.479**	.516**	.448**	.551**	.517**	1	.723**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		.000
	N	143	143	143	143	143	143	143	143	143	143	143	143	143
Kepuasan Kerja (Y)	Pearson Correlation	.707**	.728**	.790**	.731**	.760**	.773**	.714**	.740**	.745**	.787**	.743**	.723**	1

Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	143	143	143	143	143	143	143	143	143	143	143	143	143

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

2. Uji Reabilitas

a. Variabel Budaya Organisasi (X_1)

Reliability Statistics

Cronbach's Alpha	N of Items
.956	12

b. Variabel Kompetensi (X_2)

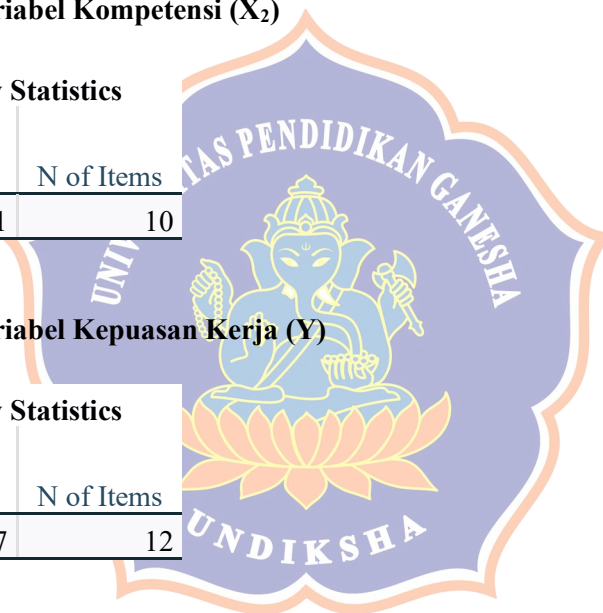
Reliability Statistics

Cronbach's Alpha	N of Items
.951	10

c. Variabel Kepuasan Kerja (Y)

Reliability Statistics

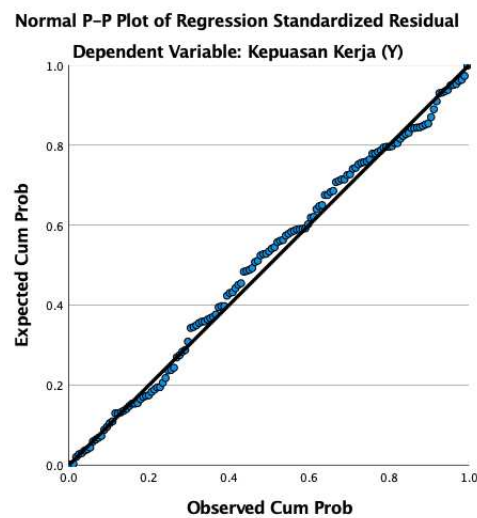
Cronbach's Alpha	N of Items
.927	12



Lampiran 04. Hasil Uji SPSS

1. Uji Asumsi Klasik

a. Uji Normalitas



One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			143
Normal Parameters ^{a,b}	Mean		.0000000
	Std. Deviation		5.07711390
Most Extreme Differences	Absolute		.050
	Positive		.047
	Negative		-.050
Test Statistic			.050
Asymp. Sig. (2-tailed) ^c			.200 ^d
Monte Carlo Sig. (2-tailed) ^e	Sig.		.525
	99% Confidence Interval	Lower Bound	.512
		Upper Bound	.537

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

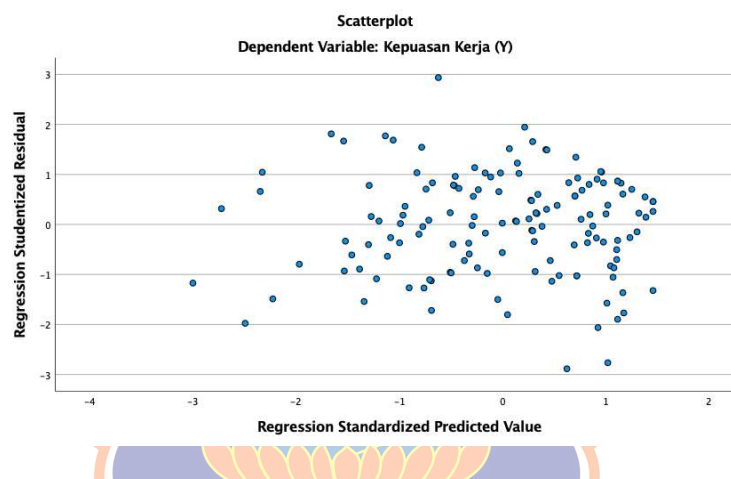
b. Uji Multikolonieritas

Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Budaya Organisasi (X1)	.870	1.150
Kompetensi (X2)	.870	1.150

a. Dependent Variable: Kepuasan Kerja (Y)

c. Uji Heteroskedatisitas



Correlations

		Budaya Organisasi (X1)		Kompetensi (X2)	Unstandardized Residual
Spearman's rho	Budaya Organisasi (X1)	Correlation Coefficient	1.000	.343**	.033
		Sig. (2-tailed)	.	.000	.699
		N	143	143	143
	Kompetensi (X2)	Correlation Coefficient	.343**	1.000	-.002
		Sig. (2-tailed)	.000	.	.985
		N	143	143	143
	Unstandardized Residual	Correlation Coefficient	.033	-.002	1.000
		Sig. (2-tailed)	.699	.985	.
		N	143	143	143

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

2. Hasil Uji Regresi Linier Berganda

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	9.455	2.834		.001
	Budaya Organisasi (X1)	.414	.051	.473	.000
	Kompetensi (X2)	.467	.060	.455	.000

a. Dependent Variable: Kepuasan Kerja (Y)

3. Hasil Uji Koefisien Determinasi (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.765 ^a	.586	.580	5.11325

a. Predictors: (Constant), Kompetensi (X2), Budaya Organisasi (X1)

b. Dependent Variable: Kepuasan Kerja (Y)

4. Hasil Uji Hipotesis

a. Uji t (Parsial)

Variabel	t hitung	Sig.
Budaya Organisasi (X1)	8,112	0,000
Kompetensi (X2)	7,798	0,000

b. Uji F (Simultan)

ANOVA ^a					
Model		Sum of Squares	df	Mean Square	Sig.
1	Regression	5178.633	2	2589.316	.000 ^b
	Residual	3660.346	140	26.145	
	Total	8838.979	142		

a. Dependent Variable: Kepuasan Kerja (Y)

b. Predictors: (Constant), Kompetensi (X2), Budaya Organisasi (X1)

LAMPIRAN 5. Dokumentasi

