

**Lampiran 0.1. Kinerja Buruh Perempuan Pada UMKM Jajan Maco
Desa dalam satu kali produksi.**

Jenis permintaan	Target jumlah produksi	Target waktu pengerjaan	Output	Waktu pengerjaan
Produksi normal	2 kuintal	7-9hari	2 kuintal	8 hari
Produksi saat hari raya	4 kuintal	14-18 hari	4 kuintal	18 hari

Sumber : wawancara dengan pemilik UMKM jajan maco



Lampiran 0.2. Kuisisioner Penelitian



KUESIONER PENELITIAN **“PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA** **TERHADAP KINERJA BURUH WANITA** **UMKM JAJAN MACO DESA BARUNGSEL”**

Kepada

Yth. Ibu/Saudari Buruh di UMKM Jajan Maco

Hal : Pengisian Kuesioner

Dengan Hormat,

Dalam rangka menyelesaikan studi di Universitas Pendidikan Ganesha pada Program Studi S1 Manajemen, dengan ini saya mengadakan penelitian dengan judul **“Pengaruh Kompensasi dan Lingkungan Kerja terhadap Kinerja Buruh Wanita UMKM Jajan Maco Desa Batungsel”**

Maka dengan ini, saya mohon kesediaan Ibu/Saudari agar berkenan mengisi kuesioner ini. Atas kesediaan bantuan Ibu/Saudari yang turut berpartisipasi dalam mengisi kuesioner penelitian ini, saya ucapkan terima kasih.

Singaraja, 14 Februari 2021

Peneliti

Luh Putu Ary Pramita Putri
NIM.1717041078

A. Identitas Responden

Nama :

Alamat :

Usia :

Status :

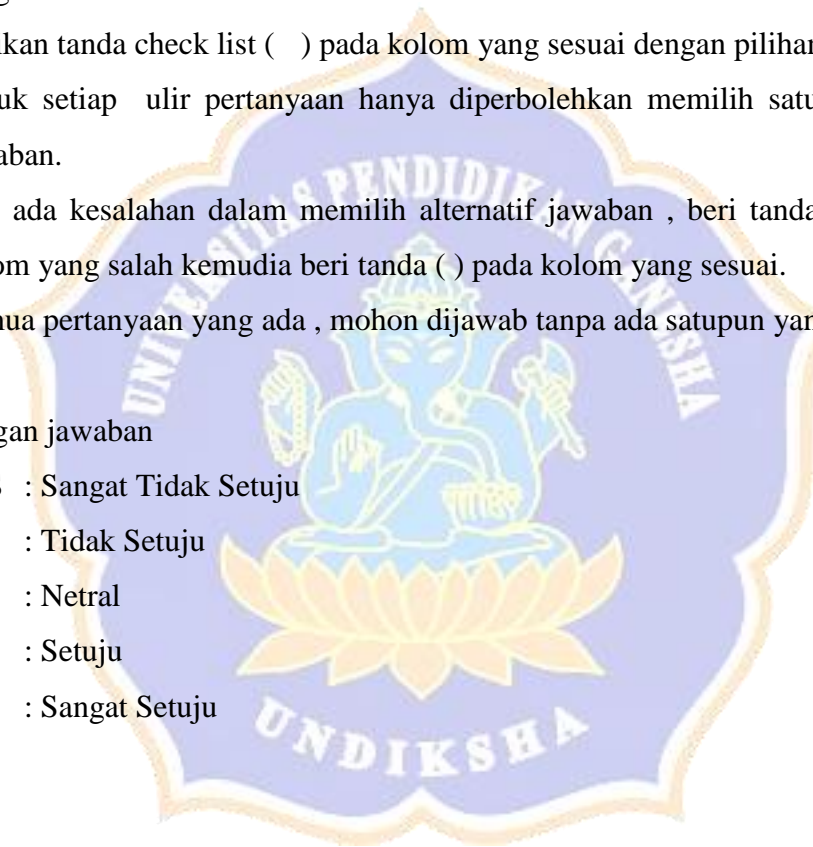
Lama Bekerja :

B. Petunjuk Pengisian Kuesioner

1. Saat mengisi kuesioner ini, mohon untuk membaca setiap bulir pertanyaan dengan cermat.
2. Berikan tanda check list () pada kolom yang sesuai dengan pilihan.
3. Untuk setiap ulir pertanyaan hanya diperbolehkan memilih satu alternatif jawaban.
4. Jika ada kesalahan dalam memilih alternatif jawaban , beri tanda (X) pada kolom yang salah kemudia beri tanda () pada kolom yang sesuai.
5. Semua pertanyaan yang ada , mohon dijawab tanpa ada satupun yang terlewat

Keterangan jawaban

- 1) STS : Sangat Tidak Setuju
- 2) TS : Tidak Setuju
- 3) N : Netral
- 4) S : Setuju
- 5) SS : Sangat Setuju



A. Draft Pernyataan

Kinerja Karyawan

NO	PERNYATAAN	STS	TS	N	S	SS
		1	2	3	4	5
1.	Saya selalu mengerjakan pekerjaan sesuai dengan kualitas yang diinginkan.					
2.	Kuantitas pekerjaan yang saya lakukan sesuai dengan target yang diberikan.					
3.	Saya mampu menyelesaikan pekerjaan dengan tepat waktu					

Kompensasi

NO	PERNYATAAN	STS	TS	N	S	SS
		1	2	3	4	5
6.	Upah yang saya terima secara keseluruhan sesuai dengan usaha yang dikeluarkan.					
7.	Bonus yang diberikan sesuai dengan waktu kerja lembur.					
8.	UMKM memberikan tunjangan yang sesuai dengan yang saya harapkan.					
9.	UMKM memperhatikan pemenuhan fasilitas buruh yang memadai.					

Lingkungan Kerja

NO	PERNYATAAN	STS	TS	N	S	SS
		1	2	3	4	5
10.	Menurut saya penerangan yang ada di tempat produksi sudah cukup memadai.					
11.	Saya merasa ruang kerja saya terasa panas sehingga mengakibatkan ketidaknyamanan dalam bekerja.					
12.	Saya merasa terganggu oleh suara bising dari mesin di ruangan pada saat bekerja.					
13.	Penggunaan warna ruangan yang sangat pas dan serasi membuat saya merasa nyaman saat bekerja.					
14.	Menurut saya luas tempat bekerja dan tata letak peralatan sudah sesuai.					
15.	UMKM menyediakan masker dan sarung tangan untuk keamanan dan keselamatan saya saat bekerja.					
16.	Saya dapat menjalin kerjasama yang baik antar sesama rekan kerja.					

Lampiran 0.3. Data Kuisisioner

No	KOMPENSASI (X1)				
	X1.1	X1.2	X1.3	X1.4	TX1
1	3	3	2	3	11
2	3	3	2	3	11
3	3	3	2	3	11
4	3	2	3	3	11
5	3	2	3	3	11
6	3	3	2	3	11
7	5	4	4	4	17
8	4	5	4	4	17
9	3	3	3	3	12
10	4	3	5	3	15
11	3	2	2	3	10
12	3	3	2	2	10
13	4	4	3	3	14
14	4	4	4	3	15
15	3	2	3	2	10
16	3	2	2	3	10
17	3	4	3	4	14
18	5	5	4	4	18
19	3	4	3	3	13
20	4	4	3	4	15
21	5	5	5	5	20
22	4	5	3	3	15
23	3	3	4	2	12
24	4	4	5	4	17
25	5	4	4	4	17

26	4	3	5	3	15
27	3	2	2	3	10
28	4	2	3	2	11
29	4	3	2	3	12
30	3	4	3	4	14
31	5	5	5	5	20
32	5	5	5	5	20
33	4	3	3	4	14
34	5	5	5	5	20
35	5	4	3	4	16
36	3	2	2	3	10
37	4	4	5	4	17
38	3	3	2	2	10
39	3	2	2	3	10
40	5	5	5	5	20
41	4	4	5	5	18
42	4	5	5	4	18
43	3	2	2	2	9
44	5	4	4	4	17
45	4	5	4	4	17
46	4	4	3	4	15
47	5	5	4	5	19
48	5	4	5	4	18
49	5	5	4	4	18
50	4	4	5	5	18
51	5	4	3	4	16
52	3	2	2	3	10
53	3	4	3	4	14

54	5	5	4	4	18
55	4	4	5	5	18
56	4	3	4	3	14
57	3	4	2	4	13
58	3	3	2	2	10
59	3	2	3	3	11
60	3	4	2	3	12
61	3	3	2	2	10
62	4	3	4	3	14
63	4	4	4	4	16
64	3	2	3	3	11
65	4	5	4	5	18
66	3	4	3	3	13
67	3	4	3	4	14
68	4	3	3	4	14
69	4	3	4	4	15
70	5	4	5	5	19
71	3	3	4	3	13
72	5	5	5	5	20
73	5	4	5	4	18
74	4	2	3	4	13
75	4	3	2	3	12
76	3	4	3	4	14
77	4	5	4	5	18
78	5	5	5	5	20
79	5	4	4	4	17
80	4	3	4	4	15

LINGKUNGAN KERJA (X2)							
X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	TX2
3	2	2	2	2	2	3	16
3	3	2	3	2	2	2	17
3	3	3	3	3	2	3	20
3	2	2	2	2	2	3	16
3	3	2	3	2	2	2	17
3	3	2	3	2	2	3	18
4	5	4	5	4	4	4	30
4	3	3	3	3	4	4	24
3	3	3	3	3	3	3	21
4	5	3	5	3	5	5	30
3	3	2	3	2	2	2	17
3	2	2	2	2	2	2	15
3	3	4	3	4	3	3	23
4	3	3	3	3	4	3	23
3	2	3	2	3	3	3	19
3	2	2	2	2	2	3	16
3	4	3	4	3	3	3	23
4	4	5	4	5	4	4	30
3	5	4	5	4	3	5	29
3	3	4	3	4	3	3	23
5	5	5	5	5	5	5	35
3	3	5	3	5	3	3	25
2	3	3	3	3	4	4	22
4	5	5	5	5	5	4	33
5	4	4	4	4	4	4	29
4	5	3	5	3	5	5	30
4	4	2	4	2	2	3	21
4	3	3	3	3	3	4	23

4	3	4	3	4	2	3	23
3	4	5	4	5	3	5	29
5	5	5	5	5	5	5	35
5	5	5	5	5	5	5	35
3	5	4	5	4	3	4	28
5	5	5	5	5	5	5	35
5	4	3	4	3	3	4	26
3	3	2	3	2	2	2	17
4	5	4	5	4	5	5	32
4	3	2	3	2	2	4	20
3	2	2	2	2	2	3	16
5	5	5	5	5	5	5	35
4	5	5	5	5	5	4	33
5	5	4	5	4	5	5	33
3	3	2	3	2	2	3	18
4	5	4	5	4	4	4	30
4	5	5	5	5	4	4	32
4	3	4	3	4	3	3	24
5	4	4	4	4	4	5	30
5	4	5	4	5	5	5	33
4	5	4	5	4	4	4	30
4	5	5	5	5	5	4	33
5	4	3	4	3	3	4	26
3	3	2	3	2	2	2	17
3	4	5	4	5	3	5	29
5	5	5	5	5	4	4	33
4	5	5	5	5	5	4	33
3	3	4	3	4	4	3	24
4	3	2	3	2	2	3	19
4	3	2	3	2	2	4	20

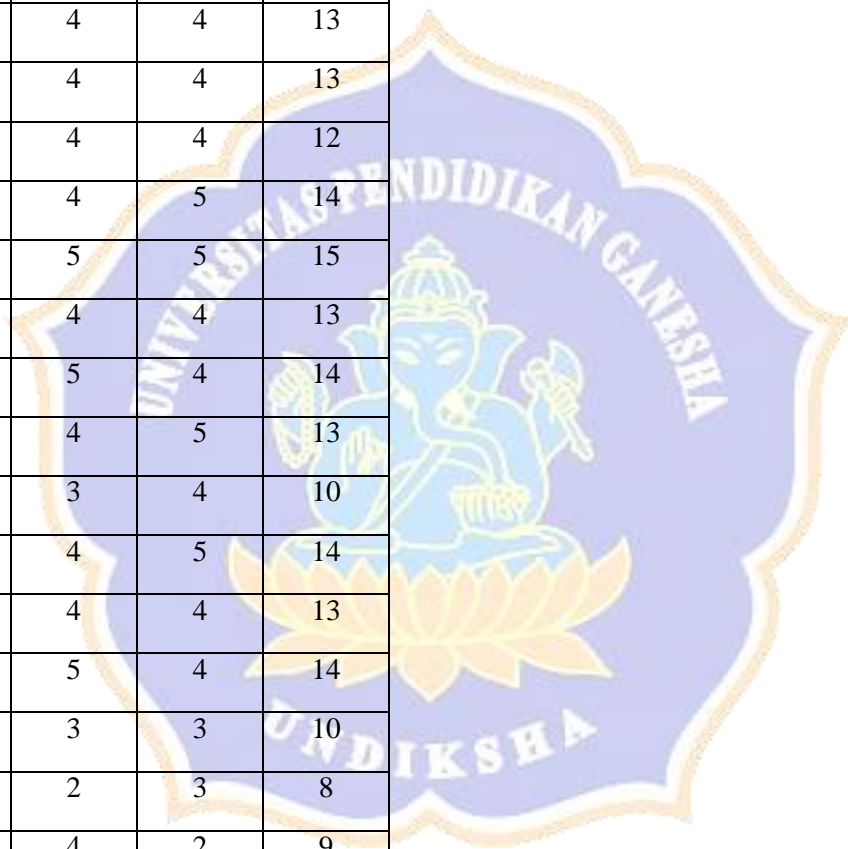
3	3	2	3	2	3	3	19
3	4	4	4	4	2	2	23
3	3	2	3	2	2	3	18
4	4	4	4	4	4	4	28
4	4	4	4	4	4	4	28
3	2	2	2	2	2	3	16
5	4	4	4	4	5	4	30
3	3	4	5	3	3	4	25
3	3	3	3	3	3	3	21
3	4	3	4	3	3	3	23
3	3	4	3	3	3	4	23
4	5	4	4	4	4	5	30
3	3	2	3	2	3	3	19
4	5	5	4	4	5	5	32
4	4	5	5	5	4	4	31
4	2	3	3	2	2	4	20
4	3	2	3	2	2	3	19
3	4	5	4	5	3	5	29
5	4	5	4	5	4	4	31
5	5	5	5	5	5	5	35
5	4	5	4	5	4	5	32
4	4	4	4	4	4	4	28

KINERJA KARYAWAN (Y)			
Y.1	Y.2	Y.3	TY
3	3	3	9
3	4	4	11
3	3	4	10
3	4	4	11
3	4	3	10

3	3	3	9
4	5	5	14
4	5	4	13
4	3	3	10
4	4	3	11
3	3	2	8
3	3	3	9
4	3	4	11
4	3	3	10
3	2	3	8
3	2	3	8
5	3	4	12
5	4	4	13
5	4	4	13
4	4	4	12
5	5	5	15
5	4	4	13
4	3	4	11
5	5	4	14
4	4	5	13
4	5	3	12
3	3	4	10
4	3	4	11
4	4	3	11
5	3	5	13
5	5	5	15
5	5	5	15
4	4	4	12
5	5	5	15
4	4	5	13



3	3	4	10
4	5	4	13
3	4	2	9
3	2	2	7
5	5	5	15
5	5	4	14
4	5	5	14
3	2	2	7
5	4	4	13
5	4	4	13
4	4	4	12
5	4	5	14
5	5	5	15
5	4	4	13
5	5	4	14
4	4	5	13
3	3	4	10
5	4	5	14
5	4	4	13
5	5	4	14
4	3	3	10
3	2	3	8
3	4	2	9
3	2	3	8
3	4	2	9
3	3	3	9
4	4	4	12
4	4	4	12
3	3	3	9
5	4	5	14



4	5	3	12
4	4	3	11
4	4	4	12
4	4	4	12
4	5	5	14
4	3	3	10
5	5	5	15
5	5	5	15
4	3	4	11
4	4	3	11
5	3	5	13
5	5	5	15
5	5	5	15
5	4	4	13
4	4	4	12



Lampiran 04. Hasil Output Uji Reliabilitas dan Uji Validitas Data Sampel Penelitian

Uji Reliabilitas Kompensasi (X₁)

Case Processing Summary

		N	%
Cases	Valid	80	100.0
	Excluded ^a	0	.0
	Total	80	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.884	.890	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.8500	.79715	80
X1.2	3.6000	1.01383	80
X1.3	3.4625	1.09016	80
X1.4	3.6250	.89124	80

Inter-Item Correlation Matrix

	X1.1	X1.2	X1.3	X1.4
X1.1	1.000	.645	.707	.668
X1.2	.645	1.000	.605	.714
X1.3	.707	.605	1.000	.676
X1.4	.668	.714	.676	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X1.1	10.6875	6.952	.766	.593	.850
X1.2	10.9375	6.110	.732	.566	.857
X1.3	11.0750	5.741	.743	.579	.858
X1.4	10.9125	6.461	.784	.621	.838

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
14.5375	10.809	3.28766	4

Uji Realibilitas Lingkungan Kerja (X₂)

Case Processing Summary

		N	%
Cases	Valid	80	100.0
	Excluded ^a	0	.0
	Total	80	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.941	.941	7

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.7500	.78756	80
X2.2	3.7250	.99333	80
X2.3	3.5625	1.15664	80
X2.4	3.7500	.97435	80
X2.5	3.5125	1.15828	80
X2.6	3.3750	1.11803	80
X2.7	3.7375	.92427	80

Inter-Item Correlation Matrix

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7
X2.1	1.000	.574	.490	.561	.503	.625	.604
X2.2	.574	1.000	.698	.948	.718	.778	.692
X2.3	.490	.698	1.000	.710	.982	.745	.673
X2.4	.561	.948	.710	1.000	.709	.749	.685
X2.5	.503	.718	.982	.709	1.000	.749	.648
X2.6	.625	.778	.745	.749	.749	1.000	.733
X2.7	.604	.692	.673	.685	.648	.733	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
X2.1	21.6625	31.720	.626	.455	.946
X2.2	21.6875	27.914	.857	.922	.927
X2.3	21.8500	26.458	.848	.972	.928
X2.4	21.6625	28.176	.847	.913	.928
X2.5	21.9000	26.420	.851	.971	.928
X2.6	22.0375	26.796	.851	.734	.927
X2.7	21.6750	29.311	.772	.644	.934

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
25.4125	37.891	6.15557	7

Uji Reliabilitas Kinerja Karyawan (Y)

Case Processing Summary

		N	%
Cases	Valid	80	100.0
	Excluded ^a	0	.0
	Total	80	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.817	.821	3

Item Statistics

	Mean	Std. Deviation	N
Y.1	4.0750	.79197	80
Y.2	3.8500	.90148	80
Y.3	3.8625	.89646	80

Inter-Item Correlation Matrix

	Y.1	Y.2	Y.3
Y.1	1.000	.601	.674
Y.2	.601	1.000	.538
Y.3	.674	.538	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Y.1	7.7125	2.486	.727	.535	.700
Y.2	7.9375	2.388	.620	.394	.802
Y.3	7.9250	2.298	.672	.482	.747

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.7875	4.929	2.22013	3

Uji Validitas Kompensasi (X₁)

Correlations

		X1.1	X1.2	X1.3	X1.4	TX1
X1.1	Pearson Correlation	1	.645**	.707**	.668**	.857**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	80	80	80	80	80
X1.2	Pearson Correlation	.645**	1	.605**	.714**	.859**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	80	80	80	80	80
X1.3	Pearson Correlation	.707**	.605**	1	.676**	.873**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	80	80	80	80	80
X1.4	Pearson Correlation	.668**	.714**	.676**	1	.878**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	80	80	80	80	80
TX1	Pearson Correlation	.857**	.859**	.873**	.878**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	80	80	80	80	80

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

Uji Validitas Lingkungan Kerja (X₂)

Correlations

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	TX2
X2.1	Pearson Correlation	1	.574**	.490**	.561**	.503**	.625**	.700**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	80	80	80	80	80	80	80
X2.2	Pearson Correlation	.574**	1	.698**	.948**	.718**	.778**	.692**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	80	80	80	80	80	80	80
X2.3	Pearson Correlation	.490**	.698**	1	.710**	.982**	.745**	.673**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	80	80	80	80	80	80	80
X2.4	Pearson Correlation	.561**	.948**	.710**	1	.709**	.749**	.685**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	80	80	80	80	80	80	80
X2.5	Pearson Correlation	.503**	.718**	.982**	.709**	1	.749**	.648**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	80	80	80	80	80	80	80
X2.6	Pearson Correlation	.625**	.778**	.745**	.749**	.749**	1	.733**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	80	80	80	80	80	80	80
X2.7	Pearson Correlation	.604**	.692**	.673**	.685**	.648**	.733**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	80	80	80	80	80	80	80
TX2	Pearson Correlation	.700**	.897**	.897**	.889**	.898**	.897**	.829**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	80	80	80	80	80	80	80

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

Uji Validitas Kinerja Karyawan (Y)

Correlations

		Y.1	Y.2	Y.3	TY
Y.1	Pearson Correlation	1	.601**	.674**	.873**
	Sig. (2-tailed)		.000	.000	.000
	N	80	80	80	80
Y.2	Pearson Correlation	.601**	1	.538**	.838**
	Sig. (2-tailed)	.000		.000	.000
	N	80	80	80	80
Y.3	Pearson Correlation	.674**	.538**	1	.863**
	Sig. (2-tailed)	.000	.000		.000
	N	80	80	80	80
TY	Pearson Correlation	.873**	.838**	.863**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	80	80	80	80

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



Lampiran 05. Output SPSS Uji Regresi Linear Berganda

Descriptive Statistics

	Mean	Std. Deviation	N
TY	11.7875	2.22013	80
TX1	14.5375	3.28766	80
TX2	25.4125	6.15557	80

Correlations

		TY	TX1	TX2
Pearson Correlation	TY	1.000	.906	.896
	TX1	.906	1.000	.915
	TX2	.896	.915	1.000
Sig. (1-tailed)	TY	.	.000	.000
	TX1	.000	.	.000
	TX2	.000	.000	.
N	TY	80	80	80
	TX1	80	80	80
	TX2	80	80	80

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	TX2, TX1 ^b	.	Enter

a. Dependent Variable: TY

b. All requested variables entered.

Model Summary^b

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	.921 ^a	.848	.844	.87805	.848	214.030	2	77	.000

a. Predictors: (Constant), TX2, TX1

b. Dependent Variable: TY

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	330.023	2	165.011	214.030	.000 ^b
	Residual	59.365	77	.771		
	Total	389.388	79			

a. Dependent Variable: TY

b. Predictors: (Constant), TX2, TX1



Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error				Beta	Zero-order	Partial	Part	Tolerance
(Constant)	2.824	.448		6.301	.000					
1 TX1	.357	.075	.528	4.782	.000	.906	.479	.213	.162	6.161
TX2	.149	.040	.412	3.733	.000	.896	.391	.166	.162	6.161

a. Dependent Variable: TY



Coefficient Correlations^a

Model		TX2	TX1
1	Correlations	TX2	1.000
		TX1	-.915
	Covariances	TX2	.002
		TX1	-.003

a. Dependent Variable: TY

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	TX1	TX2
1	1	2.962	1.000	.01	.00	.00
	2	.033	9.425	.96	.03	.05
	3	.004	26.168	.04	.97	.94

a. Dependent Variable: TY

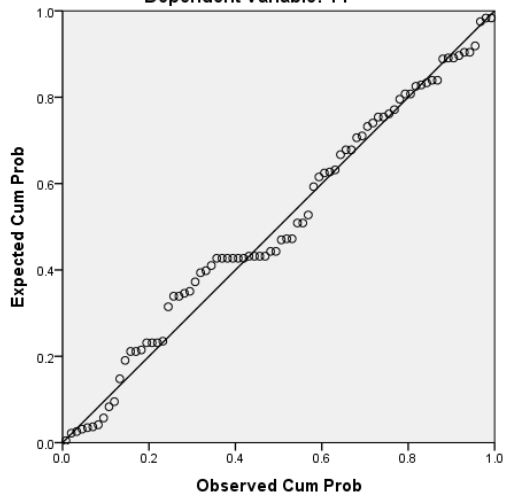
Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.6208	15.1614	11.7875	2.04389	80
Std. Predicted Value	-1.549	1.651	.000	1.000	80
Standard Error of Predicted Value	.101	.271	.167	.033	80
Adjusted Predicted Value	8.6004	15.1695	11.7860	2.04377	80
Residual	-2.28556	1.87386	.00000	.86686	80
Std. Residual	-2.603	2.134	.000	.987	80
Stud. Residual	-2.663	2.191	.001	1.007	80
Deleted Residual	-2.39236	1.97891	.00151	.90282	80
Stud. Deleted Residual	-2.777	2.248	-.001	1.021	80
Mahal. Distance	.066	6.514	1.975	1.168	80
Cook's Distance	.000	.110	.014	.023	80
Centered Leverage Value	.001	.082	.025	.015	80

a. Dependent Variable: TY



Normal P-P Plot of Regression Standardized Residual
Dependent Variable: TY



Scatterplot

Dependent Variable: TY

