

Lampiran 1.a

Pengujian Validitas Variabel Kepuasan Kerja

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.821
Bartlett's Test of Sphericity	Approx. Chi-Square	1510.166
	df	190
	Sig.	.000

Rotated Component Matrix^a

	Component				
	1	2	3	4	5
kepuasan_1	.129	.664	.017	.085	.228
kepuasan_2	.240	.743	-.070	.231	.004
kepuasan_3	.757	.066	.132	-.060	-.057
kepuasan_4	.630	.369	.018	.234	-.022
kepuasan_5	.732	.188	.033	-.024	-.233
kepuasan_6	.840	-.023	.102	.146	.014
kepuasan_7	.669	.160	.162	.406	.170
kepuasan_8	.083	.272	-.024	.336	.687
kepuasan_9	.674	-.015	-.078	-.046	.320
kepuasan_10	.122	-.082	.376	-.148	.659
kepuasan_11	-.351	.480	.184	-.381	.313
kepuasan_12	-.048	.110	.698	-.165	.314
kepuasan_13	.131	.100	.815	.141	-.092
kepuasan_14	.140	-.227	.752	.103	.087
kepuasan_15	.759	-.045	.094	-.010	.136
kepuasan_16	.875	.027	.068	-.019	.085
kepuasan_17	.320	.565	.084	.525	.075
kepuasan_18	-.024	.766	-.036	-.034	-.102
kepuasan_19	.218	-.156	-.062	-.786	-.048
kepuasan_20	.649	.153	-.069	-.268	.016

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.

Lampiran 2
Pengujian Reliabilitas Variabel Kepuasan Kerja

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	178	100.0
	Excluded ^a	0	.0
	Total	178	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.811	17

Lampiran 3
Pengujian Validitas Variabel Lingkungan Organisasi

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.666
Bartlett's Test of Sphericity	Approx. Chi-Square	688.145
	df	136
	Sig.	.000

Rotated Component Matrix^a

	Component					
	1	2	3	4	5	6
lingkungan_1	.692	.045	.219	-.121	-.050	-.247
lingkungan_2	.708	.151	-.014	.240	.059	-.258
lingkungan_3	.032	-.334	.637	.205	.065	.107
lingkungan_4	.148	-.065	.084	-.013	.877	-.014
lingkungan_5	.650	.068	-.122	-.168	.371	.220
lingkungan_6	-.086	.631	.349	.384	-.104	-.023
lingkungan_7	.568	.305	.030	.055	.046	.209
lingkungan_8	.709	-.040	.050	.255	-.007	.140
lingkungan_9	.279	.084	.695	.196	-.066	-.015
lingkungan_10	.500	.106	.452	-.279	-.372	.209
lingkungan_11	.304	.708	-.174	-.066	.025	.049
lingkungan_12	-.242	.314	.609	-.133	.312	.064
lingkungan_13	.103	.770	.057	.032	-.033	.168
lingkungan_14	-.006	.249	.046	.748	-.026	.117
lingkungan_15	.169	-.125	.139	.742	-.009	.087
lingkungan_16	.119	.445	-.068	.120	-.358	.517
lingkungan_17	-.019	.112	.136	.147	.053	.817

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 7 iterations.

Lampiran 4
Pengujian Reliabilitas Variabel Lingkungan Organisasi

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	178	100.0
	Excluded ^a	0	.0
	Total	178	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.691	15

Lampiran 5
Pengujian Validitas Variabel Kepribadian Pro Aktif

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.571
Bartlett's Test of Sphericity	Approx. Chi-Square	139.061
	df	15
	Sig.	.000

Rotated Component Matrix^a

	Component	
	1	2
kepribadian_1	.093	.788
kepribadian_2	.045	.767
kepribadian_3	.664	-.382
kepribadian_4	.809	.061
kepribadian_5	.601	.468
kepribadian_6	.509	.201

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 3 iterations.

Component Transformation Matrix

Component	1	2
1	.769	.639
2	.639	-.769

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Lampiran 6

Pengujian Reliabilitas Variabel Kepribadian Pro Aktif

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	178	100.0
	Excluded ^a	0	.0
	Total	178	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.430	5

Lampiran 7
Pengujian Validitas Variabel Kompensasi

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.682
Bartlett's Test of Sphericity	Approx. Chi-Square	1050.361
	df	231
	Sig.	.000

Rotated Component Matrix^a

	Component						
	1	2	3	4	5	6	7
Kompensasi_1	.707	.094	.124	-.057	-.323	.019	.069
kompensasi_2	.595	.068	.086	-.137	-.345	.127	.273
kompensasi_3	.752	.079	.140	.226	.177	-.138	.013
kompensasi_4	.668	.221	.268	-.009	.069	.107	-.120
kompensasi_5	.086	-.023	.684	-.103	-.079	.278	-.268
kompensasi_6	.181	.113	.788	-.082	-.057	.079	.057
kompensasi_7	.416	.159	.499	.072	.046	-.100	.044
kompensasi_8	.286	.354	.517	-.104	.140	-.087	.326
kompensasi_9	.107	.282	.679	.076	.090	-.167	.271
kompensasi_10	.301	.631	.187	.014	.188	.039	-.086
kompensasi_11	.172	.633	.198	-.003	-.138	.016	-.093
kompensasi_12	-.082	.829	.049	.014	.015	-.011	-.089
kompensasi_13	.170	.686	.066	-.043	-.193	.067	.285
kompensasi_14	-.029	.143	.041	.644	.230	.358	.088
kompensasi_15	.052	-.081	-.046	.786	-.169	-.033	.083
kompensasi_16	.018	-.010	-.097	.726	-.246	.151	-.011
kompensasi_17	-.039	-.143	.078	-.091	.802	.051	.059
kompensasi_18	-.123	-.194	.196	.079	.161	-.140	.552
kompensasi_19	.162	.067	-.057	.078	-.119	.206	.703
kompensasi_20	-.069	.096	-.101	-.426	.667	.160	-.043
kompensasi_21	-.088	.036	.015	.247	.037	.684	-.155
kompensasi_22	.103	.009	.047	.021	.086	.781	.231

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 17 iterations.

Lampiran 8
Pengujian Reliabilitas Variabel Kompensasi

Reliability

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	178	100.0
	Excluded ^a	0	.0
	Total	178	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.723	20

Lampiran 9

Pengujian Asumsi Klasik

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Status Kekaryawanan, Kepuasan Atas Kompensasi, Kepribadian Pro Aktif, Lingkungan Organisasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary^b

Model	Durbin-Watson
1	1.691 ^a

a. Predictors: (Constant), Status Kekaryawanan, Kepuasan Atas Kompensasi, Kepribadian Pro Aktif, Lingkungan Organisasi

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kepuasan Atas Kompensasi	.765	1.307
	Kepribadian Pro Aktif	.793	1.262
	Lingkungan Organisasi	.791	1.264
	Status Kekaryawanan	.966	1.035

a. Dependent Variable: Kepuasan Kerja

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		178
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	5.40142718
Most Extreme Differences	Absolute	.075
	Positive	.075
	Negative	-.046
Kolmogorov-Smirnov Z		.996
Asymp. Sig. (2-tailed)		.274

a. Test distribution is Normal.

b. Calculated from data.

Regression

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.097	5.245		1.163	.247
	Kepuasan Atas Kompensasi	-.002	.145	-.001	-.013	.990
	Kepribadian Pro Aktif	-.059	.236	-.021	-.249	.804
	Lingkungan Organisasi	-.032	.103	-.026	-.312	.755
	Status Kekaryawanan	-1.461	.661	-.169	-.211	.283

a. Dependent Variable: Unstandardized Residual

Lampiran 10
Pengujian Hipotesis I II dan III

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Organisasi, Kepuasan Atas Kompensasi, Kepribadian Pro Aktif		Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.227 ^a	.052	.035	6.946

a. Predictors: (Constant), Lingkungan Organisasi, Kepuasan Atas Kompensasi, Kepribadian Pro Aktif

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	456.363	3	152.121	3.153	.026 ^a
	Residual	8394.609	174	48.245		
	Total	8850.972	177			

a. Predictors: (Constant), Lingkungan Organisasi, Kepuasan Atas Kompensasi, Kepribadian Pro Aktif

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.177	8.514		1.430	.154
	Kepuasan Atas Kompensasi	.220	.083	.202	2.666	.008
	Kepribadian Pro Aktif	-.185	.274	-.054	-.674	.501
	Lingkungan Organisasi	.120	.131	.075	.922	.358

a. Dependent Variable: Kepuasan Kerja

Pengujian Hipotesis 4.a
Pengaruh Kepuasan Atas Kompensasi Terhadap Kepuasan Kerja

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Atas Kompensasi	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.215 ^a	.046	.041	6.926

a. Predictors: (Constant), Kepuasan Atas Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	409.228	1	409.228	8.532	.004 ^a
	Residual	8441.744	176	47.964		
	Total	8850.972	177			

a. Predictors: (Constant), Kepuasan Atas Kompensasi

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.177	6.160		2.301	.023
	Kepuasan Atas Kompensasi	.235	.080	.215	2.921	.004

a. Dependent Variable: Kepuasan Kerja

Pengujian Hipotesis 4.b

Pengaruh Kepuasan Atas Kompensasi Terhadap Kepuasan Kerja Dimoderasi Status Kekaryawanan (Pegawai Tetap)

Regression

Variables Entered/Removed^{a,c}

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Atas Kompensasi	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which Status Kekaryawanan = Pegawai Tetap

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Pegawai Tetap (Selected)			
1	.582 ^a	.339	.288	6.138

a. Predictors: (Constant), Kepuasan Atas Kompensasi

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	251.215	1	251.215	6.669	.023 ^a
	Residual	489.719	13	37.671		
	Total	740.933	14			

a. Predictors: (Constant), Kepuasan Atas Kompensasi

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Pegawai Tetap

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.855	17.339		-.338	.741
	Kepuasan Atas Kompensasi	.569	.220	.582	2.582	.023

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Pegawai Tetap

Pengujian Hipotesis 4.c

Pengaruh Kepuasan Atas Kompensasi Terhadap Kepuasan Kerja Dimoderasi Status Kekaryawanan (Pegawai Kontrak)

Regression

Variables Entered/Removed^{a,c}

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Atas Kompensasi	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which Status Kekaryawanan = Kontrak Organik

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Kontrak Organik (Selected)			
1	.153 ^a	.024	-.019	5.735

a. Predictors: (Constant), Kepuasan Atas Kompensasi

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.250	1	18.250	.555	.464 ^a
	Residual	756.390	23	32.887		
	Total	774.640	24			

a. Predictors: (Constant), Kepuasan Atas Kompensasi

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Kontrak Organik

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.477	19.690		.786	.440
	Kepuasan Atas Kompensasi	.200	.268	.153	.745	.464

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Kontrak Organik

Pengujian Hipotesis 4.d

Pengaruh Kepuasan Atas Kompensasi Terhadap Kepuasan Kerja Dimoderasi Status Kekaryawanan (Pegawai Outsourcing)

Regression

Variables Entered/Removed^{a,c}

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Atas Kompensasi	.	Enter

- a. All requested variables entered.
b. Dependent Variable: Kepuasan Kerja
c. Models are based only on cases for which Status Kekaryawanan = Outsourcing

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Outsourcing (Selected)			
1	.142 ^a	.020	.013	6.875

- a. Predictors: (Constant), Kepuasan Atas Kompensasi

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	132.219	1	132.219	2.797	.097 ^a
	Residual	6427.904	136	47.264		
	Total	6560.123	137			

- a. Predictors: (Constant), Kepuasan Atas Kompensasi
b. Dependent Variable: Kepuasan Kerja
c. Selecting only cases for which Status Kekaryawanan = Outsourcing

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.228	6.911		2.927	.004
	Kepuasan Atas Kompensasi	.150	.090	.142	1.673	.097

- a. Dependent Variable: Kepuasan Kerja
b. Selecting only cases for which Status Kekaryawanan = Outsourcing

Pengujian Hipotesis 5.a
Pengaruh Kepribadian Pro Aktif Terhadap Kepuasan Kerja

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepribadian Pro Aktif ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.012 ^a	.000	-.006	7.091

a. Predictors: (Constant), Kepribadian Pro Aktif

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.189	1	1.189	.024	.878 ^a
	Residual	8849.783	176	50.283		
	Total	8850.972	177			

a. Predictors: (Constant), Kepribadian Pro Aktif

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.862	4.938		6.655	.000
	Kepribadian Pro Aktif	-.040	.259	-.012	-.154	.878

a. Dependent Variable: Kepuasan Kerja

Pengujian Hipotesis 5.b

Pengaruh Kepribadian Pro Aktif Terhadap Kepuasan Kerja Dimoderasi Status Kekaryawanan (Pegawai Tetap)

Regression

Variables Entered/Removed^{b,c}

Model	Variables Entered	Variables Removed	Method
1	Kepribadian Pro Aktif ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which
Status Kekaryawanan = Pegawai Tetap

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Pegawai Tetap (Selected)			
1	.084 ^a	.007	-.069	7.523

a. Predictors: (Constant), Kepribadian Pro Aktif

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.208	1	5.208	.092	.766 ^a
	Residual	735.725	13	56.594		
	Total	740.933	14			

a. Predictors: (Constant), Kepribadian Pro Aktif

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Pegawai Tetap

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	32.588	20.352		1.601	.133
	Kepribadian Pro Aktif	.313	1.030	.084	.303	.766

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Pegawai Tetap

Pengujian Hipotesis 5.c

Pengaruh Kepribadian Pro Aktif Terhadap Kepuasan Kerja Dimoderasi Status Kekaryawanan (Pegawai Kontrak)

Regression

Variables Entered/Removed^{a,c}

Model	Variables Entered	Variables Removed	Method
1	Kepribadian Pro Aktif	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which
Status Kekaryawanan = Kontrak Organik

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Kontrak Organik (Selected)			
1	.061 ^a	.004	-.040	5.793

a. Predictors: (Constant), Kepribadian Pro Aktif

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.884	1	2.884	.086	.772 ^a
	Residual	771.756	23	33.555		
	Total	774.640	24			

a. Predictors: (Constant), Kepribadian Pro Aktif

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Kontrak Organik

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.430	9.248		2.966	.007
	Kepribadian Pro Aktif	.139	.473	.061	.293	.772

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Kontrak Organik

Pengujian Hipotesis 5.d

Pengaruh Kepribadian Pro Aktif Terhadap Kepuasan Kerja Dimoderasi Status Kekaryawanan (Pegawai Outsourcing)

Regression

Variables Entered/Removed^{b,c}

Model	Variables Entered	Variables Removed	Method
1	Kepribadian Pro Aktif	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which Status Kekaryawanan = Outsourcing

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Outsourcing (Selected)			
1	.067 ^a	.005	-.003	6.930

a. Predictors: (Constant), Kepribadian Pro Aktif

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.526	1	29.526	.615	.434 ^a
	Residual	6530.598	136	48.019		
	Total	6560.123	137			

a. Predictors: (Constant), Kepribadian Pro Aktif

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Outsourcing

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	36.186	5.693		6.357	.000
	Kepribadian Pro Aktif	-.236	.302	-.067	-.784	.434

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Outsourcing

Pengujian Hipotesis 6.a
Pengaruh Lingkungan Organisasi Terhadap Kepuasan Kerja

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Organisasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.100 ^a	.010	.004	7.056

a. Predictors: (Constant), Lingkungan Organisasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	88.412	1	88.412	1.776	.184 ^a
	Residual	8762.560	176	49.787		
	Total	8850.972	177			

a. Predictors: (Constant), Lingkungan Organisasi

b. Dependent Variable: Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.348	6.594		3.541	.001
	Lingkungan Organisasi	.160	.120	.100	1.333	.184

a. Dependent Variable: Kepuasan Kerja

Pengujian Hipotesis 6.b

Pengaruh Lingkungan Organisasi Terhadap Kepuasan Kerja yang Dimoderasi Oleh Status Kekaryawanan (Karyawan Tetap)

Regression

Variables Entered/Removed^{b,c}

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Organisasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which Status Kekaryawanan = Pegawai Tetap

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Pegawai Tetap (Selected)			
1	.005 ^a	.000	-.077	7.549

a. Predictors: (Constant), Lingkungan Organisasi

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.018	1	.018	.000	.986 ^a
	Residual	740.915	13	56.993		
	Total	740.933	14			

a. Predictors: (Constant), Lingkungan Organisasi

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Pegawai Tetap

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	38.183	31.088		1.228	.241
	Lingkungan Organisasi	.010	.562	.005	.018	.986

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Pegawai Tetap

Pengujian Hipotesis 6.c

Pengaruh Lingkungan Organisasi Terhadap Kepuasan Kerja yang Dimoderasi Oleh Status Kekaryawanan (Karyawan Kontrak)

Regression

Variables Entered/Removed^{b,c}

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Organisasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which Status Kekaryawanan = Kontrak Organik

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Kontrak Organik (Selected)			
1	.165 ^a	.027	-.015	5.723

a. Predictors: (Constant), Lingkungan Organisasi

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.206	1	21.206	.647	.429 ^a
	Residual	753.434	23	32.758		
	Total	774.640	24			

a. Predictors: (Constant), Lingkungan Organisasi

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Kontrak Organik

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.856	11.570		1.803	.085
	Lingkungan Organisasi	.170	.211	.165	.805	.429

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Kontrak Organik

Pengujian Hipotesis 6.d

Pengaruh Lingkungan Organisasi Terhadap Kepuasan Kerja yang Dimoderasi Oleh Status Kekaryawanan (Karyawan Outsourcing)

Regression

Variables Entered/Removed^{b,c}

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Organisasi ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Kepuasan Kerja

c. Models are based only on cases for which Status Kekaryawanan = Outsourcing

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	Status Kekaryawanan = Outsourcing (Selected)			
1	.092 ^a	.008	.001	6.916

a. Predictors: (Constant), Lingkungan Organisasi

ANOVA^{b,c}

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	55.317	1	55.317	1.157	.284 ^a
	Residual	6504.806	136	47.829		
	Total	6560.123	137			

a. Predictors: (Constant), Lingkungan Organisasi

b. Dependent Variable: Kepuasan Kerja

c. Selecting only cases for which Status Kekaryawanan = Outsourcing

Coefficients^{a,b}

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	23.660	7.542		3.137	.002
	Lingkungan Organisasi	.148	.137	.092	1.075	.284

a. Dependent Variable: Kepuasan Kerja

b. Selecting only cases for which Status Kekaryawanan = Outsourcing

Lampiran 11
Demografis Responden

Frequencies

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	114	64.0	64.0	64.0
	Perempuan	64	36.0	36.0	100.0
	Total	178	100.0	100.0	

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	1	.6	.6	.6
	21	1	.6	.6	1.1
	22	3	1.7	1.7	2.8
	23	5	2.8	2.8	5.6
	24	4	2.2	2.2	7.9
	25	7	3.9	3.9	11.8
	26	12	6.7	6.7	18.5
	27	21	11.8	11.8	30.3
	28	23	12.9	12.9	43.3
	29	16	9.0	9.0	52.2
	30	11	6.2	6.2	58.4
	31	10	5.6	5.6	64.0
	32	12	6.7	6.7	70.8
	33	8	4.5	4.5	75.3
	34	7	3.9	3.9	79.2
	35	6	3.4	3.4	82.6
	36	7	3.9	3.9	86.5
	37	9	5.1	5.1	91.6
	38	3	1.7	1.7	93.3
	39	2	1.1	1.1	94.4
	40	7	3.9	3.9	98.3
	41	2	1.1	1.1	99.4
	42	1	.6	.6	100.0
	Total	178	100.0	100.0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Menikah	139	78.1	78.1	78.1
	Belum Menikah	39	21.9	21.9	100.0
	Total	178	100.0	100.0	

Status Pasangan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Bekerja	25	14.0	14.0	14.0
	Bekerja	127	71.3	71.3	85.4
	2	26	14.6	14.6	100.0
	Total	178	100.0	100.0	

Jumlah_Anak

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	63	35.4	35.4	35.4
	1	45	25.3	25.3	60.7
	2	49	27.5	27.5	88.2
	3	20	11.2	11.2	99.4
	4	1	.6	.6	100.0
	Total	178	100.0	100.0	

Jenjang Pendidikan Tinggi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMA	11	6.2	6.2	6.2
	Diploma	39	21.9	21.9	28.1
	Sarjana	106	59.6	59.6	87.6
	Pasca Sarjana	22	12.4	12.4	100.0
	Total	178	100.0	100.0	

Unit Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Marketing	28	15.7	15.7	15.7
	Founding	13	7.3	7.3	23.0
	Security	36	20.2	20.2	43.3
	Personalia	23	12.9	12.9	56.2
	Risk Management	35	19.7	19.7	75.8
	Customer Service	13	7.3	7.3	83.1
	Teller	10	5.6	5.6	88.8
	Account Officer	8	4.5	4.5	93.3
	Back Office	12	6.7	6.7	100.0
	Total	178	100.0	100.0	

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Staf	19	10.7	10.7	10.7
	Karyawan Kontrak	32	18.0	18.0	28.7
	Organik	127	71.3	71.3	100.0
	Karyawan Outsourcing				
	Total	178	100.0	100.0	

Masa Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1	.6	.6	.6
	1	3	1.7	1.7	2.2
	2	109	61.2	61.2	63.5
	3	17	9.6	9.6	73.0
	4	19	10.7	10.7	83.7
	5	26	14.6	14.6	98.3
	6	2	1.1	1.1	99.4
	7	1	.6	.6	100.0
	Total	178	100.0	100.0	

Pengeluaran Per Bulan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Rp 1.000.000 - Rp 1.500.000	3	1.7	1.7	1.7
	Rp 1.500.001 - Rp 2.000.000	21	11.8	11.8	13.5
	Rp 2.000.001 - Rp 3.000.000	108	60.7	60.7	74.2
	> Rp 3.000.000	46	25.8	25.8	100.0
	Total	178	100.0	100.0	

Status Kepegawaian

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Staf (Karyawan Tetap)	15	8.4	8.4	8.4
	Pegawai Kontrak (Organik)	25	14.0	14.0	22.5
	Pegawai Outsourcing	138	77.5	77.5	100.0
	Total	178	100.0	100.0	

Lampiran 12
Distribusi Frekuensi Kepuasan Kerja

Frequencies

kepuasan_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	2.8	2.8	2.8
	N	64	36.0	36.0	38.8
	S	89	50.0	50.0	88.8
	SS	20	11.2	11.2	100.0
	Total	178	100.0	100.0	

kepuasan_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	18	10.1	10.1	10.1
	N	52	29.2	29.2	39.3
	S	96	53.9	53.9	93.3
	SS	12	6.7	6.7	100.0
	Total	178	100.0	100.0	

kepuasan_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	3.9	3.9	3.9
	TS	67	37.6	37.6	41.6
	N	66	37.1	37.1	78.7
	S	34	19.1	19.1	97.8
	SS	4	2.2	2.2	100.0
	Total	178	100.0	100.0	

kepuasan_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	47	26.4	26.4	27.0
	N	77	43.3	43.3	70.2
	S	46	25.8	25.8	96.1
	SS	7	3.9	3.9	100.0
	Total	178	100.0	100.0	

kepuasan_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	14	7.9	7.9	8.4
	N	119	66.9	66.9	75.3
	S	36	20.2	20.2	95.5
	SS	8	4.5	4.5	100.0
	Total	178	100.0	100.0	

kepuasan_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	40	22.5	22.5	22.5
	TS	71	39.9	39.9	62.4
	N	25	14.0	14.0	76.4
	S	37	20.8	20.8	97.2
	SS	5	2.8	2.8	100.0
	Total	178	100.0	100.0	

kepuasan_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2.8	2.8	2.8
	TS	77	43.3	43.3	46.1
	N	47	26.4	26.4	72.5
	S	40	22.5	22.5	94.9
	SS	9	5.1	5.1	100.0
	Total	178	100.0	100.0	

kepuasan_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	3	1.7	1.7	2.2
	N	85	47.8	47.8	50.0
	S	74	41.6	41.6	91.6
	SS	15	8.4	8.4	100.0
	Total	178	100.0	100.0	

kepuasan_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	3.4	3.4	3.4
	TS	50	28.1	28.1	31.5
	N	80	44.9	44.9	76.4
	S	34	19.1	19.1	95.5
	SS	8	4.5	4.5	100.0
	Total	178	100.0	100.0	

kepuasan_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	23	12.9	12.9	13.5
	N	65	36.5	36.5	50.0
	S	77	43.3	43.3	93.3
	SS	12	6.7	6.7	100.0
	Total	178	100.0	100.0	

kepuasan_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	5	2.8	2.8	3.4
	N	25	14.0	14.0	17.4
	S	105	59.0	59.0	76.4
	SS	42	23.6	23.6	100.0
	Total	178	100.0	100.0	

kepuasan_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	2.8	2.8	2.8
	N	59	33.1	33.1	36.0
	S	96	53.9	53.9	89.9
	SS	18	10.1	10.1	100.0
	Total	178	100.0	100.0	

kepuasan_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	2	1.1	1.1	1.7
	N	68	38.2	38.2	39.9
	S	94	52.8	52.8	92.7
	SS	13	7.3	7.3	100.0
	Total	178	100.0	100.0	

kepuasan_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.1	1.1	1.1
	N	65	36.5	36.5	37.6
	S	101	56.7	56.7	94.4
	SS	10	5.6	5.6	100.0
	Total	178	100.0	100.0	

kepuasan_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	27	15.2	15.2	15.2
	TS	81	45.5	45.5	60.7
	N	37	20.8	20.8	81.5
	S	23	12.9	12.9	94.4
	SS	10	5.6	5.6	100.0
	Total	178	100.0	100.0	

kepuasan_16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	45	25.3	25.3	25.3
	TS	66	37.1	37.1	62.4
	N	29	16.3	16.3	78.7
	S	34	19.1	19.1	97.8
	SS	4	2.2	2.2	100.0
	Total	178	100.0	100.0	

kepuasan_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.1	1.1	1.1
	TS	24	13.5	13.5	14.6
	N	70	39.3	39.3	53.9
	S	65	36.5	36.5	90.4
	SS	17	9.6	9.6	100.0
	Total	178	100.0	100.0	

kepuasan_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	7	3.9	3.9	4.5
	N	67	37.6	37.6	42.1
	S	59	33.1	33.1	75.3
	SS	44	24.7	24.7	100.0
	Total	178	100.0	100.0	

kepuasan_19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	3.9	3.9	3.9
	TS	32	18.0	18.0	21.9
	N	67	37.6	37.6	59.6
	S	51	28.7	28.7	88.2
	SS	21	11.8	11.8	100.0
	Total	178	100.0	100.0	

kepuasan_20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1.7	1.7	1.7
	TS	41	23.0	23.0	24.7
	N	85	47.8	47.8	72.5
	S	40	22.5	22.5	94.9
	SS	9	5.1	5.1	100.0
Total		178	100.0	100.0	

Lampiran 13
Distribusi Frekuensi Lingkungan Organisasi

Frequencies

lingkungan_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	3	1.7	1.7	2.2
	N	46	25.8	25.8	28.1
	S	111	62.4	62.4	90.4
	SS	17	9.6	9.6	100.0
	Total	178	100.0	100.0	

lingkungan_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.7	1.7	1.7
	N	47	26.4	26.4	28.1
	S	111	62.4	62.4	90.4
	SS	17	9.6	9.6	100.0
	Total	178	100.0	100.0	

lingkungan_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	38	21.3	21.3	21.9
	S	129	72.5	72.5	94.4
	SS	10	5.6	5.6	100.0
	Total	178	100.0	100.0	

lingkungan_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	N	45	25.3	25.3	25.8
	S	118	66.3	66.3	92.1
	SS	14	7.9	7.9	100.0
	Total	178	100.0	100.0	

lingkungan_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	52	29.2	29.2	29.8
	S	114	64.0	64.0	93.8
	SS	11	6.2	6.2	100.0
	Total	178	100.0	100.0	

lingkungan_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	16	9.0	9.0	9.0
	N	69	38.8	38.8	47.8
	S	79	44.4	44.4	92.1
	SS	14	7.9	7.9	100.0
	Total	178	100.0	100.0	

lingkungan_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	5.1	5.1	5.1
	N	91	51.1	51.1	56.2
	S	69	38.8	38.8	94.9
	SS	9	5.1	5.1	100.0
	Total	178	100.0	100.0	

lingkungan_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	5	2.8	2.8	2.8
	N	52	29.2	29.2	32.0
	S	112	62.9	62.9	94.9
	SS	9	5.1	5.1	100.0
	Total	178	100.0	100.0	

lingkungan_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.1	1.1	1.1
	N	28	15.7	15.7	16.9
	S	117	65.7	65.7	82.6
	SS	31	17.4	17.4	100.0
	Total	178	100.0	100.0	

lingkungan_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2.2	2.2	2.2
	TS	5	2.8	2.8	5.1
	N	48	27.0	27.0	32.0
	S	110	61.8	61.8	93.8
	SS	11	6.2	6.2	100.0
	Total	178	100.0	100.0	

lingkungan_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	11	6.2	6.2	6.2
	TS	80	44.9	44.9	51.1
	N	42	23.6	23.6	74.7
	S	27	15.2	15.2	89.9
	SS	18	10.1	10.1	100.0
	Total	178	100.0	100.0	

lingkungan_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	3	1.7	1.7	2.2
	N	31	17.4	17.4	19.7
	S	117	65.7	65.7	85.4
	SS	26	14.6	14.6	100.0
	Total	178	100.0	100.0	

lingkungan_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	33	18.5	18.5	18.5
	N	94	52.8	52.8	71.3
	S	46	25.8	25.8	97.2
	SS	5	2.8	2.8	100.0
	Total	178	100.0	100.0	

lingkungan_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	2	1.1	1.1	1.1
	N	38	21.3	21.3	22.5
	S	123	69.1	69.1	91.6
	SS	15	8.4	8.4	100.0
	Total	178	100.0	100.0	

lingkungan_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.7	1.7	1.7
	N	35	19.7	19.7	21.3
	S	118	66.3	66.3	87.6
	SS	22	12.4	12.4	100.0
	Total	178	100.0	100.0	

lingkungan_16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2.8	2.8	2.8
	TS	48	27.0	27.0	29.8
	N	58	32.6	32.6	62.4
	S	57	32.0	32.0	94.4
	SS	10	5.6	5.6	100.0
	Total	178	100.0	100.0	

lingkungan_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	1.1	1.1	1.1
	TS	4	2.2	2.2	3.4
	N	78	43.8	43.8	47.2
	S	82	46.1	46.1	93.3
	SS	12	6.7	6.7	100.0
	Total	178	100.0	100.0	

Lampiran 14
Distribusi Frekuensi Kepribadian Proaktif

Frequencies

kepribadian_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2.8	2.8	2.8
	TS	1	.6	.6	3.4
	N	36	20.2	20.2	23.6
	S	111	62.4	62.4	86.0
	SS	25	14.0	14.0	100.0
	Total	178	100.0	100.0	

kepribadian_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	4	2.2	2.2	2.8
	N	29	16.3	16.3	19.1
	S	110	61.8	61.8	80.9
	SS	34	19.1	19.1	100.0
	Total	178	100.0	100.0	

kepribadian_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	10	5.6	5.6	6.2
	N	69	38.8	38.8	44.9
	S	81	45.5	45.5	90.4
	SS	17	9.6	9.6	100.0
	Total	178	100.0	100.0	

kepribadian_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	1.7	1.7	1.7
	TS	5	2.8	2.8	4.5
	N	79	44.4	44.4	48.9
	S	75	42.1	42.1	91.0
	SS	16	9.0	9.0	100.0
	Total	178	100.0	100.0	

kepribadian_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	.6	.6	.6
	N	46	25.8	25.8	26.4
	S	108	60.7	60.7	87.1
	SS	23	12.9	12.9	100.0
	Total	178	100.0	100.0	

kepribadian_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.7	1.7	1.7
	N	35	19.7	19.7	21.3
	S	97	54.5	54.5	75.8
	SS	43	24.2	24.2	100.0
	Total	178	100.0	100.0	

Lampiran 15
Distribusi Frekuensi Kompensasi

Frequencies

Kompensasi_1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	2.8	2.8	2.8
	TS	52	29.2	29.2	32.0
	N	71	39.9	39.9	71.9
	S	47	26.4	26.4	98.3
	SS	3	1.7	1.7	100.0
	Total	178	100.0	100.0	

kompensasi_2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	17	9.6	9.6	9.6
	N	96	53.9	53.9	63.5
	S	57	32.0	32.0	95.5
	SS	8	4.5	4.5	100.0
	Total	178	100.0	100.0	

kompensasi_3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.7	1.7	1.7
	N	113	63.5	63.5	65.2
	S	55	30.9	30.9	96.1
	SS	7	3.9	3.9	100.0
	Total	178	100.0	100.0	

kompensasi_4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N	102	57.3	57.3	57.3
	S	69	38.8	38.8	96.1
	SS	7	3.9	3.9	100.0
	Total	178	100.0	100.0	

kompensasi_5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	1	.6	.6	1.1
	N	34	19.1	19.1	20.2
	S	90	50.6	50.6	70.8
	SS	52	29.2	29.2	100.0
	Total	178	100.0	100.0	

kompensasi_6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	3.9	3.9	3.9
	N	69	38.8	38.8	42.7
	S	89	50.0	50.0	92.7
	SS	13	7.3	7.3	100.0
	Total	178	100.0	100.0	

kompensasi_7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	2	1.1	1.1	1.7
	N	73	41.0	41.0	42.7
	S	88	49.4	49.4	92.1
	SS	14	7.9	7.9	100.0
	Total	178	100.0	100.0	

kompensasi_8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	2.2	2.2	2.2
	TS	4	2.2	2.2	4.5
	N	44	24.7	24.7	29.2
	S	114	64.0	64.0	93.3
	SS	12	6.7	6.7	100.0
	Total	178	100.0	100.0	

kompensasi_9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	4	2.2	2.2	2.8
	N	53	29.8	29.8	32.6
	S	102	57.3	57.3	89.9
	SS	18	10.1	10.1	100.0
	Total	178	100.0	100.0	

kompensasi_10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	6	3.4	3.4	3.9
	N	44	24.7	24.7	28.7
	S	110	61.8	61.8	90.4
	SS	17	9.6	9.6	100.0
	Total	178	100.0	100.0	

kompensasi_11

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	5	2.8	2.8	3.4
	N	56	31.5	31.5	34.8
	S	98	55.1	55.1	89.9
	SS	18	10.1	10.1	100.0
	Total	178	100.0	100.0	

kompensasi_12

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	7	3.9	3.9	3.9
	N	18	10.1	10.1	14.0
	S	108	60.7	60.7	74.7
	SS	45	25.3	25.3	100.0
	Total	178	100.0	100.0	

kompensasi_13

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	3	1.7	1.7	1.7
	N	101	56.7	56.7	58.4
	S	66	37.1	37.1	95.5
	SS	8	4.5	4.5	100.0
	Total	178	100.0	100.0	

kompensasi_14

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	9	5.1	5.1	5.6
	N	91	51.1	51.1	56.7
	S	62	34.8	34.8	91.6
	SS	15	8.4	8.4	100.0
	Total	178	100.0	100.0	

kompensasi_15

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	10	5.6	5.6	5.6
	N	109	61.2	61.2	66.9
	S	49	27.5	27.5	94.4
	SS	10	5.6	5.6	100.0
	Total	178	100.0	100.0	

kompensasi_16

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	32	18.0	18.0	18.0
	TS	40	22.5	22.5	40.4
	N	47	26.4	26.4	66.9
	S	50	28.1	28.1	94.9
	SS	9	5.1	5.1	100.0
	Total	178	100.0	100.0	

kompensasi_17

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	4	2.2	2.2	2.8
	N	27	15.2	15.2	18.0
	S	78	43.8	43.8	61.8
	SS	68	38.2	38.2	100.0
	Total	178	100.0	100.0	

kompensasi_18

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	5	2.8	2.8	3.4
	N	41	23.0	23.0	26.4
	S	112	62.9	62.9	89.3
	SS	19	10.7	10.7	100.0
	Total	178	100.0	100.0	

kompensasi_19

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	3	1.7	1.7	2.2
	N	104	58.4	58.4	60.7
	S	57	32.0	32.0	92.7
	SS	13	7.3	7.3	100.0
	Total	178	100.0	100.0	

kompensasi_20

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	2.2	2.2	2.2
	N	23	12.9	12.9	15.2
	S	85	47.8	47.8	62.9
	SS	66	37.1	37.1	100.0
	Total	178	100.0	100.0	

kompensasi_21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	4	2.2	2.2	2.8
	N	44	24.7	24.7	27.5
	S	115	64.6	64.6	92.1
	SS	14	7.9	7.9	100.0
	Total	178	100.0	100.0	

kompensasi_22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	.6	.6	.6
	TS	5	2.8	2.8	3.4
	N	39	21.9	21.9	25.3
	S	109	61.2	61.2	86.5
	SS	24	13.5	13.5	100.0
	Total	178	100.0	100.0	