

LAMPIRAN 1

KUESIONER PENELITIAN

Kepada

Yth. Bapak/Ibu/Sdr/i

Karyawan Hotel Santika

Pangkalan Baru

Dengan hormat,

Sehubungan dengan penelitian skripsi yang sedang kami lakukan, kami mengharapkan kesediaan Bapak/Ibu/Sdr/i untuk mengisi kuesioner yang terdiri dari beberapa pertanyaan.

Penelitian ini merupakan salah satu metode pengumpulan data primer yang dilakukan untuk menyelesaikan tugas akhir (skripsi) dengan judul “ Pengaruh Kompetensi, Komitmen dan Lingkungan Kerja terhadap Kepuasan Kerja Karyawan Di Hotel Santika”. Sebagai salah satu syarat untuk mendapatkan gelar Serjana Ekonomi (SE) di Universitas Bangka Belitung.

Untuk itu mohon ketersediaan Bapak/Ibu/Sdr/i untuk mengisi kuesioner ini dengan jujur sesuai dengan keadaan sebenarnya. Ketersediaan Bapak/Ibu/Sdr/i dalam mengisi kuesioner, sangat berarti bagi penyelesaian penelitian ini. Atas perhatian dan partisipasi . Bapak/Ibu/Sdr/i, kami ucapkan terima kasih.

Balunijuk, 29 juli 2016

Peneliti

Romanti

B.Keterangan Jawaban

1. STS : Sangat Setuju
2. TS : Tidak Setuju
3. RR : Ragu-Ragu
4. S : Setuju
5. SS : Sangat Setuju

Kuesioner Penempatan Kerja (X₁)

Isi dan beri centang (√) pada pilihan jawaban

No	Pertanyaan	Pilihan Jawaban				
		STS	TS	PR	S	SS
1	Penempatan kerja karyawan sesuai dengan kemampuan karyawan					
2	Penempatan kerja karyawan sesuai dengan jabatan					
3	Penempatan kerja karyawan sesuai dengan tingkat pendidikan					
4	Penempatan kerja keahlian disesuaikan dengan keterampilan dimiliki oleh karyawan					
5	Penempatan kerja pegawai dilihat dari sertifikat pelatihan					
6	Penempatan kerja karyawan sesuai dengan pelatihan yang dilakukan					
7	Penempatan kerja karyawan sesuai dengan ketepatan waktu					
8	Penempatan kerja terhadap Mutu kerja yang dicapai karyawan lebih baik dibandingkan dengan standar yang telah ditentukan					
9	Penempatan kerja karyawan disesuaikan dengan jejang pendidikan dan latar belakang pendidikan					
10	Penempatan kerja karyawan disesuaikan dengan pengetahuan yang dimiliki					
11	Penempatan kerja karyawan sesuai dengan pengalaman dalam bekerja					

Kuesioner Komitmen

Isi dan beri centang (√) pada pilihan jawaban

No	Pertanyaan	Pilihan jawaban				
		STS	TS	RR	S	SS
1	Saya mampu mengendalikan emosional agar bertahan dalam organisasi					
2	Saya mampu mengidentifikasi pekerjaan agar tetap bertahan dalam organisasi					
3	Saya merasa terlibat dalam organisasi guna mencapai tujuan perusahaan					
4	Saya merasa persepsi diri berhubungan dengan norma yang dirapkan					
5	Saya bertanggung jawab untukk peraturan perusahaan					
6	Saya membantu kesuksesan diorganisasi agar perusahaan memberikan bonus					
7	Saya akan tetap bekerja didalam organisasi ini sebelum saya menemukan pekerjaan yang lain					

Kuesioner Lingkungan Kerja(X₃)

Isi dan beri centang (√) pada pilihan jawaban

No	Pertanyaan	Pilihan jawaban				
		STS	TS	RR	S	SS
1	Saya merasa hubungan kelompok dengan rekan kerja cukup baik					
2	Saya merasa hubungan individu dengan sesama rekan kerja cukup baik					
3	Saya merasa lamanya kebisingan (suara musik) mengganggu aktivitas dalam bekerja					
4	Intensitas kebisingan menghambat aktivitas bekerja					
5	Peraturan kerja dapat memberika kepuasan tersendiri					
6	tingkat peraturan dapat memotivasi karyawan dalam bekerja					
7	Pencahayaan langsung sudah sangat baik sehingga dapat melihat dengan jelas					
8	Pencahayaan tidak langsung menambah penglihatan dengan jelas					
9	Ventilasi dapat memberikan sirkulasi udara dan kemudahan dalam melakukan pekerjaan					
10	Pemasangan kipas dan AC dapat menambah sirkulasi udara dan memberikan kenyamanan dalam bekerja					
11	Pemasangan Humidifier dapat menambah sirkulasi udara dan ketenangan dalam bekerja					
12	Ketenangan dapat memberikan ketenangan saya dalam bekerja					
13	Saya merasa keamanan dapat memberika kenyamanan dalam melakukan bekerja					

Kuesioner Kepuasan Kerja(Y)

Isi dan beri centang (√) pada pilihan jawaban

No	Pertanyaan	Pilihanjawaban				
		STS	TS	RR	S	SS
1	Saya puas karena pekerjaan saya selalu disupervisi oleh atasan					
2	Saya puas karena perusahaan dan manajemen sangat memperhatikan kesejahteraan karyawan					
3	Saya puas karena perusahaan memberikan kesempatan maju bagi setiap karyawan yang memenuhi syarat					
4	Saya puas dengan gaji yang diterima karena sesuai dengan yang saya harapkan					
5	Saya puas dengan rekan kerja saya dapat diajak untuk bekerja sama untuk menyelesaikan pekerjaan					



LAMPIRAN 3

HASIL KARAKTERISTIK RESPONDEN

jeniskelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid laki-laki	56	60.9	60.9	60.9
perempuan	36	39.1	39.1	100.0
Total	92	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 17-19 tahun	14	15.2	15.2	15.2
20-22 tahun	21	22.8	22.8	38.0
23-25 tahun	35	38.0	38.0	76.1
lebih dari 25 tahun	22	23.9	23.9	100.0
Total	92	100.0	100.0	

tingkatpendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA/SMK	75	81.5	81.5	81.5
D3	10	10.9	10.9	92.4
S1	7	7.6	7.6	100.0
Total	92	100.0	100.0	

LAMPIRAN 4

Hasil Karakteristik Deskriptif

Statistics

	PK1	PK2	PK3	PK4	PK5	PK6	PK7
N	Valid	92	92	92	92	92	92
	Missing	0	0	0	0	0	0
Mean	4.08	4.11	3.75	4.12	3.96	4.16	4.18
Median	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation	.774	.654	.885	.754	.876	.760	.573
Minimum	2	2	1	2	2	2	3
Maximum	5	5	5	5	5	5	5

Statistics

	PK8	PK9	PK10	PK11	KO1	KO2	KO3
N	Valid	92	92	92	92	92	92
	Missing	0	0	0	0	0	0
Mean	4.16	3.87	3.79	3.86	3.88	4.16	3.65
Median	4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation	.816	.815	.833	.820	.862	.760	.870
Minimum	2	2	1	2	2	2	2
Maximum	5	5	5	5	5	5	5

Statistics

		KO4	KO5	KO6	KO7	LK1	LK2	LK3
N	Valid	92	92	92	92	92	92	92
	Missing	0	0	0	0	0	0	0
Mean		4.10	4.13	3.76	4.16	3.95	4.18	4.12
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation		.771	.650	.894	.715	.856	.573	.724
Minimum		2	2	1	2	2	3	2
Maximum		5	5	5	5	5	5	5

Statistics

		LK4	LK5	LK6	LK7	LK8	LK9	LK10
N	Valid	92	92	92	92	92	92	92
	Missing	0	0	0	0	0	0	0
Mean		3.83	3.95	3.92	3.95	4.09	3.92	3.91
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation		.897	.869	.774	.869	.794	.774	.780
Minimum		2	2	2	2	2	2	1
Maximum		5	5	5	5	5	5	5

Statistics

		LK11	LK12	LK13	KK1	KK2	KK3	KK4
N	Valid	92	92	92	92	92	92	92
	Missing	0	0	0	0	0	0	0
Mean		4.12	3.96	4.16	4.18	4.16	3.87	3.79
Median		4.00	4.00	4.00	4.00	4.00	4.00	4.00
Std. Deviation		.754	.876	.760	.573	.816	.815	.833
Minimum		2	2	2	3	2	2	1
Maximum		5	5	5	5	5	5	5

Statistics

		KK5
N	Valid	92
	Missing	0
Mean		3.86
Median		4.00
Std. Deviation		.820
Minimum		2
Maximum		5

PK1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	4	4.3	4.3	4.3
	RR	12	13.0	13.0	17.4
	S	49	53.3	53.3	70.7

SS	27	29.3	29.3	100.0
Total	92	100.0	100.0	

PK2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.2	2.2	2.2
RR	9	9.8	9.8	12.0
Valid S	58	63.0	63.0	75.0
SS	23	25.0	25.0	100.0
Total	92	100.0	100.0	

PK3

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.1	1.1	1.1
TS	7	7.6	7.6	8.7
RR	23	25.0	25.0	33.7
Valid S	44	47.8	47.8	81.5
SS	17	18.5	18.5	100.0
Total	92	100.0	100.0	

PK4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	3.3	3.3	3.3
RR	12	13.0	13.0	16.3
Valid S	48	52.2	52.2	68.5
SS	29	31.5	31.5	100.0
Total	92	100.0	100.0	

OK5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	6.5	6.5	6.5
RR	19	20.7	20.7	27.2
Valid S	40	43.5	43.5	70.7
SS	27	29.3	29.3	100.0
Total	92	100.0	100.0	

PK6

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	3.3	3.3	3.3
Valid RR	11	12.0	12.0	15.2
S	46	50.0	50.0	65.2

SS	32	34.8	34.8	100.0
Total	92	100.0	100.0	

PK7

	Frequency	Percent	Valid Percent	Cumulative Percent
RR	8	8.7	8.7	8.7
S	59	64.1	64.1	72.8
SS	25	27.2	27.2	100.0
Total	92	100.0	100.0	

PK8

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	6.5	6.5	6.5
RR	6	6.5	6.5	13.0
S	47	51.1	51.1	64.1
SS	33	35.9	35.9	100.0
Total	92	100.0	100.0	

PK9

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	4.3	4.3	4.3
RR	25	27.2	27.2	31.5

S	42	45.7	45.7	77.2
SS	21	22.8	22.8	100.0
Total	92	100.0	100.0	

PK10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.1	1.1	1.1
TS	5	5.4	5.4	6.5
RR	22	23.9	23.9	30.4
S	48	52.2	52.2	82.6
SS	16	17.4	17.4	100.0
Total	92	100.0	100.0	

PK11

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	5.4	5.4	5.4
RR	23	25.0	25.0	30.4
S	44	47.8	47.8	78.3
SS	20	21.7	21.7	100.0
Total	92	100.0	100.0	

KO1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	9	9.8	9.8	9.8
RR	13	14.1	14.1	23.9
Valid S	50	54.3	54.3	78.3
SS	20	21.7	21.7	100.0
Total	92	100.0	100.0	

KO2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	3.3	3.3	3.3
RR	11	12.0	12.0	15.2
Valid S	46	50.0	50.0	65.2
SS	32	34.8	34.8	100.0
Total	92	100.0	100.0	

KO3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	11	12.0	12.0	12.0
Valid RR	23	25.0	25.0	37.0
S	45	48.9	48.9	85.9

SS	13	14.1	14.1	100.0
Total	92	100.0	100.0	

KO4

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	4.3	4.3	4.3
RR	11	12.0	12.0	16.3
Valid S	49	53.3	53.3	69.6
SS	28	30.4	30.4	100.0
Total	92	100.0	100.0	

KO5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.2	2.2	2.2
RR	8	8.7	8.7	10.9
Valid S	58	63.0	63.0	73.9
SS	24	26.1	26.1	100.0
Total	92	100.0	100.0	

K06

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.1	1.1	1.1
TS	7	7.6	7.6	8.7
RR	23	25.0	25.0	33.7
S	43	46.7	46.7	80.4
SS	18	19.6	19.6	100.0
Total	92	100.0	100.0	

K07

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	2	2.2	2.2	2.2
RR	11	12.0	12.0	14.1
S	49	53.3	53.3	67.4
SS	30	32.6	32.6	100.0
Total	92	100.0	100.0	

LK1

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	6.5	6.5	6.5
RR	18	19.6	19.6	26.1

	S	43	46.7	46.7	72.8
	SS	25	27.2	27.2	100.0
	Total	92	100.0	100.0	

LK2

		Frequency	Percent	Valid Percent	Cumulative Percent
	RR	8	8.7	8.7	8.7
Valid	S	59	64.1	64.1	72.8
	SS	25	27.2	27.2	100.0
	Total	92	100.0	100.0	

LK3

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	2	2.2	2.2	2.2
	RR	13	14.1	14.1	16.3
Valid	S	49	53.3	53.3	69.6
	SS	28	30.4	30.4	100.0
	Total	92	100.0	100.0	

LK4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	6	6.5	6.5	6.5

	RR	28	30.4	30.4	37.0
	S	34	37.0	37.0	73.9
	SS	24	26.1	26.1	100.0
	Total	92	100.0	100.0	

LK5

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	10	10.9	10.9	10.9
	RR	7	7.6	7.6	18.5
Valid	S	53	57.6	57.6	76.1
	SS	22	23.9	23.9	100.0
	Total	92	100.0	100.0	

LK6

		Frequency	Percent	Valid Percent	Cumulative Percent
	TS	5	5.4	5.4	5.4
	RR	16	17.4	17.4	22.8
Valid	S	52	56.5	56.5	79.3
	SS	19	20.7	20.7	100.0
	Total	92	100.0	100.0	

LK7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	10	10.9	10.9	10.9
RR	7	7.6	7.6	18.5
S	53	57.6	57.6	76.1
SS	22	23.9	23.9	100.0
Total	92	100.0	100.0	

LK8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	6	6.5	6.5	6.5
RR	7	7.6	7.6	14.1
S	52	56.5	56.5	70.7
SS	27	29.3	29.3	100.0
Total	92	100.0	100.0	

LK9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	5	5.4	5.4	5.4

RR	16	17.4	17.4	22.8
S	52	56.5	56.5	79.3
SS	19	20.7	20.7	100.0
Total	92	100.0	100.0	

LK10

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.1	1.1	1.1
TS	7	7.6	7.6	8.7
RR	5	5.4	5.4	14.1
Valid S	65	70.7	70.7	84.8
SS	14	15.2	15.2	100.0
Total	92	100.0	100.0	

LK11

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	3.3	3.3	3.3
RR	12	13.0	13.0	16.3
Valid S	48	52.2	52.2	68.5
SS	29	31.5	31.5	100.0
Total	92	100.0	100.0	

LK12

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	6.5	6.5	6.5
RR	19	20.7	20.7	27.2
Valid S	40	43.5	43.5	70.7
SS	27	29.3	29.3	100.0
Total	92	100.0	100.0	

LK13

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	3	3.3	3.3	3.3
RR	11	12.0	12.0	15.2
Valid S	46	50.0	50.0	65.2
SS	32	34.8	34.8	100.0
Total	92	100.0	100.0	

KK1

	Frequency	Percent	Valid Percent	Cumulative Percent
RR	8	8.7	8.7	8.7
S	59	64.1	64.1	72.8
Valid SS	25	27.2	27.2	100.0
Total	92	100.0	100.0	

KK2

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	6	6.5	6.5	6.5
RR	6	6.5	6.5	13.0
Valid S	47	51.1	51.1	64.1
SS	33	35.9	35.9	100.0
Total	92	100.0	100.0	

KK3

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	4	4.3	4.3	4.3
RR	25	27.2	27.2	31.5
Valid S	42	45.7	45.7	77.2
SS	21	22.8	22.8	100.0
Total	92	100.0	100.0	

KK4

	Frequency	Percent	Valid Percent	Cumulative Percent
STS	1	1.1	1.1	1.1
TS	5	5.4	5.4	6.5
Valid RR	22	23.9	23.9	30.4
S	48	52.2	52.2	82.6
SS	16	17.4	17.4	100.0

Total	92	100.0	100.0
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KK5

	Frequency	Percent	Valid Percent	Cumulative Percent
TS	5	5.4	5.4	5.4
RR	23	25.0	25.0	30.4
Valid S	44	47.8	47.8	78.3
SS	20	21.7	21.7	100.0
Total	92	100.0	100.0	



PK8	Pearson Correlation	-.037	-.116	-.049	-.014	.148	.146	1	.198	.002	.199	.241	.241
	Sig. (2-tailed)	.724	.271	.640	.893	.158	.164		.059	.988	.057	.021	.021
	N	92	92	92	92	92	92	92	92	92	92	92	92
PK9	Pearson Correlation	.399*	.233*	.335*	.240*	.207*	.452**	.198*	1**	.332*	.383*	.630	.630
	Sig. (2-tailed)	.000	.025	.001	.021	.047	.000	.059		.001	.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92
PK10	Pearson Correlation	.229*	.163	.198	.320**	.289*	.173*	.002	.332	1**	.263**	.518*	.518*
	Sig. (2-tailed)	.028	.121	.059	.002	.005	.099	.988	.001		.011	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92
PK11	Pearson Correlation	.294*	.172	.254*	.134	.481*	.360**	.199	.383*	.263	1**	.602	.602
	Sig. (2-tailed)	.004	.100	.015	.202	.000	.000	.057	.000	.011		.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92

Correlation is significant at the 0,01 level (2-tailed)

Correlation is significant at the 0,05 level (2-tailed)

Correlations

		KO1	KO2	KO3	KO4	KO5	KO6	KO7	STKO
KO1	Pearson Correlation	1	.298**	.193	.266*	.224*	.317	.573**	.573**
	Sig. (2-tailed)		.004	.065	.010	.032	.002	.000	.000
	N	92	92	92	92	92	92	92	92
KO2	Pearson Correlation	.298**	1	.369**	.235*	.446**	.456**	.677	.677
	Sig. (2-tailed)	.004		.000	.024	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92
KO3	Pearson Correlation	.193	.369**	1	.297**	.373**	.304	.722**	.722**
	Sig. (2-tailed)	.065	.000		.004	.000	.003	.000	.000
	N	92	92	92	92	92	92	92	92
KO4	Pearson Correlation	.266*	.235*	.297**	1	.522**	.270*	.614*	.614*
	Sig. (2-tailed)	.010	.024	.004		.000	.009	.000	.000
	N	92	92	92	92	92	92	92	92
KO5	Pearson Correlation	.224*	.446**	.373**	.522**	1	.261*	.686**	.686**
	Sig. (2-tailed)	.032	.000	.000	.000		.012	.000	.000
	N	92	92	92	92	92	92	92	92
KO6	Pearson Correlation	.347**	.446**	.782**	.369**	.527**	.388**	.833**	.833**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92
KO7	Pearson Correlation	.317**	.456**	.304**	.270**	.261*	1**	.621**	.621**
	Sig. (2-tailed)	.002	.000	.003	.009	.012		.000	.000
	N	92	92	92	92	92	92	92	92
STKO	Pearson Correlation	.573**	.677**	.722**	.614**	.686**	.621**	1**	1**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		
	N	92	92	92	92	92	92	92	92

Correlation is significant at the 0,01 level (2-tailed)

Correlation is significant at the 0,05 level (2-tailed)

Correlations

		LK 1	LK2	LK3	LK4	LK5	LK6	LK7	LK8	LK9	LK10	LK11	LK12	LK13	STLK
LK1	Pearson Correlation	1	.200	.223*	-.027	-.063	-.063	-.058	.110*	.157	.351	.978	.368	.368	.469
	Sig. (2-tailed)		.056	.032	.800	.550	.550	.585	.297	.134	.001	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK2	Pearson Correlation	.200	1	-.001	-.022	.065	.065	.158	.131	.061	.025	.191	.132	.132	.266
	Sig. (2-tailed)	.056		.993	.833	.541	.541	.133	.212	.564	.816	.068	.210	.210	.011
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK3	Pearson Correlation	.223*	-.001	1	.337*	.150	.150*	.211	.154	.350*	.094	.216	.124*	.124*	.445
	Sig. (2-tailed)	.032	.993		.001	.153	.153	.043	.143	.001	.371	.038	.239	.239	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK4	Pearson Correlation	-.027	-.022	.337*	1	.354*	.354	.361	.440*	.355	.096*	-.024*	.042	.042	.541
	Sig. (2-tailed)	.800	.833	.001		.001	.001	.000	.000	.001	.362	.822	.691	.691	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK5	Pearson Correlation	-.063	.065	.150	.354*	1	1.000	.485	.517	.220*	.010	-.061*	.014	.014	.615

	Sig. (2-tailed)	.550	.541	.153	.001		.000	.000	.000	.035	.924	.564	.898	.898	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK6	Pearson Correlation	.110	.131	.154	.440*	.517*	.517	.727	1.000	.499*	.072*	.125	.152	.152	.774
	Sig. (2-tailed)	.297	.212	.143	.000	.000	.000	.000	.000	.000	.493	.236	.148	.148	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK7	Pearson Correlation	-.063	.065	.150	.354*	1.000	1	.485	.517	.220*	.010*	.061*	.014	.014	.615
	Sig. (2-tailed)	.550	.541	.153	.001	.000	.000	.000	.000	.035	.924	.564	.898	.898	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK8	Pearson Correlation	-.058	.158	.211*	.361*	.485*	.485	1	.727*	.385*	.018*	.042*	.086	.086	.637
	Sig. (2-tailed)	.585	.133	.043	.000	.000	.000	.000	.000	.000	.868	.691	.417	.417	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK9	Pearson Correlation	.110	.131	.154	.440*	.517*	.517	.727	1	.499*	.072*	.125*	.152	.152	.774
	Sig. (2-tailed)	.297	.212	.143	.000	.000	.000	.000	.000	.000	.493	.236	.148	.148	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK10	Pearson Correlation	.157	.061	.350*	.355*	.220*	.220	.385	.499*	1**	.111*	.171*	.154	.154	.591

	Sig. (2-tailed)	.134	.564	.001	.001	.035	.035	.000	.000		.290	.102	.143	.143	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK11	Pearson Correlation	.351**	.025	.094	.096	.010	.010*	-.018	.072	.111	1	.391	.503*	.503*	.381
	Sig. (2-tailed)	.001	.816	.371	.362	.924	.924	.868	.493	.290	.000	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK12	Pearson Correlation	.978	.191	.216*	-.024	-.061	.125	-.061	-.042	.125*	.171	.391	1	.407	.488
	Sig. (2-tailed)	.000	.068	.038	.822	.564	.236	.564	.691	.236	.102	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
LK13	Pearson Correlation	.368	.132	.124	.042	.014	.152	.014	.086	.152	.154	.503	.407	1	.436
	Sig. (2-tailed)	.000	.210	.239	.691	.898	.148	.898	.417	.148	.143	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92
STLK	Pearson Correlation	.469*	.266	.445	.541*	.615	.774	.615*	.637	.774	.591*	.381	.488	.436*	1
	Sig. (2-tailed)	.000	.011	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	92	92	92	92	92	92	92	92	92	92	92	92	92	92

Corration is signifcant at the 0,01 level (2-tailed)

Correlation is signifnact at the 0,05 level (2-tailed)

Correlations

		KK1	KK2	KK3	KK4	KK5	STKK
KK1	Pearson Correlation	1	.146	.452**	.173	.360**	.616**
	Sig. (2-tailed)		.164	.000	.099	.000	.000
	N	92	92	92	92	92	92
KK2	Pearson Correlation	.146	1	.198	.002	.199	.503**
	Sig. (2-tailed)	.164		.059	.988	.057	.000
	N	92	92	92	92	92	92
KK3	Pearson Correlation	.452**	.198	1	.332**	.383**	.749**
	Sig. (2-tailed)	.000	.059		.001	.000	.000
	N	92	92	92	92	92	92
KK4	Pearson Correlation	.173	.002	.332**	1	.263	.582**
	Sig. (2-tailed)	.099	.988	.001		.011	.000
	N	92	92	92	92	92	92
KK5	Pearson Correlation	.360**	.199	.383**	.263	1	.706**
	Sig. (2-tailed)	.000	.057	.000	.011		.000
	N	92	92	92	92	92	92
STKK	Pearson Correlation	.616**	.503**	.749**	.582**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	92	92	92	92	92	92

Correlation is significant at the 0,01 level (2-tailed)

Correlation is significant at the 0,05 level (2-tailed)

LAMPIRAN 6

HASIL UJI REABILITAS PENEMPATAN KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.789	11

KOMITMEN ORGANISASI

Reliability Statistics

Cronbach's Alpha	N of Items
.800	7

LINGKUNGAN KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.802	13

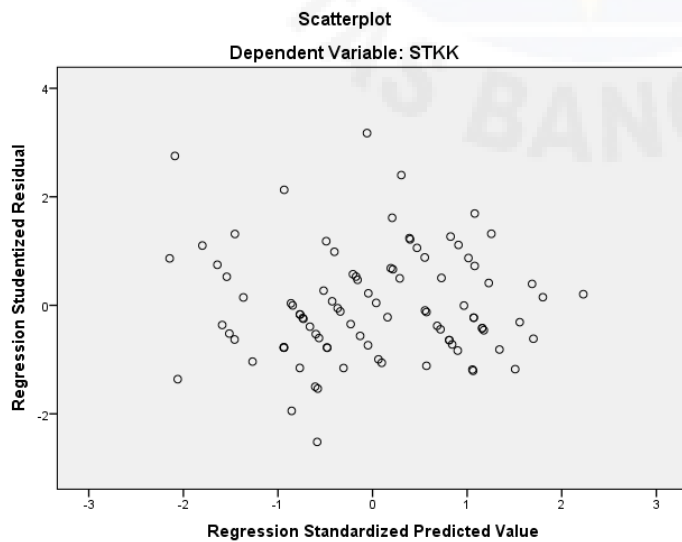
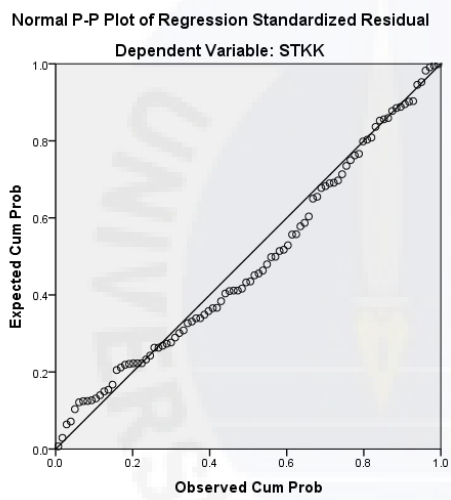
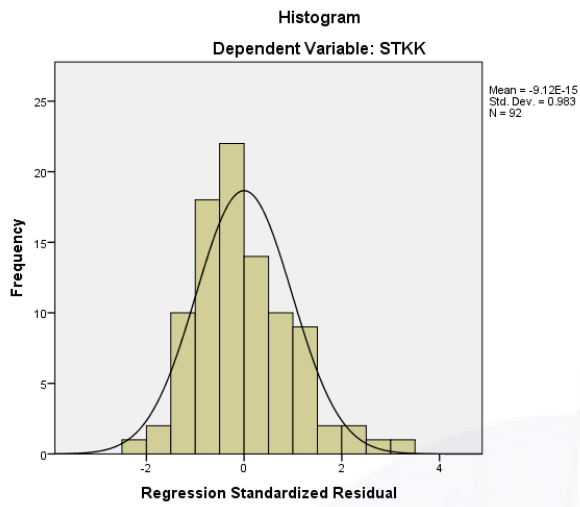
KEPUASAN KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.614	5

LAMPIRAN 7

HASIL UJI ASUMSI KLASIK



LAMPIRAN 8

HASIL UJI REGRESI BERGANDA, UJI T, UJI F, DAN KOEFISIEN DETERMINASI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	2.154	1.145		1.882	.063		
	STPK	.778	.046	1.560	16.794	.000	4.284	4.284
	STKO	,580	.057	.891	10.140	.000	3.833	3.833
	STLK	,338	.033	.618	8.240	.000	1.405	1.405

a. Dependent Variable: STKK

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	444.672	3	148.224	136.208	.000 ^b
	Residual	95.763	88	1.088		
	Total	540.435	91			

a. Dependent variabel: STKK

b. Predictors: (Constant), STLK, STKO, STPK

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.907 ^a	.823	.817	1.043

a. Predictors: (Constant), STLK, STKO, STPK

b. Dependent Variable: STKK