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# LAMPIRAN

## Lampiran 1

### Kuesioner Penelitian

#### A. Identitas Responden

1. Jenis Kelamin
  - a. Laki-laki
  - b. Perempuan
2. Usia
3. Domisili
 

|                  |                |
|------------------|----------------|
| a. Bogor Utara   | d. Bogor Timur |
| b. Bogor Tengah  | e. Bogor Barat |
| c. Bogor Selatan | f. Tanah Sarea |
4. Pendidikan terakhir
 

|                   |                  |
|-------------------|------------------|
| a. Tidak tamat SD | d. SMA/Sederajat |
| b. SD             | e. Sarjana       |
| c. SMP            | f. Pasca Sarjan  |
5. Lama bekerja sebagai driver Gojek (tahun)
6. Lama kerja kerja perhari (jam)

#### B. Petunjuk Pengisian

Silahkan mengisi dengan memberikan tanda centang (✓) pada kotak jawaban yang dipilih. Pilihan jawaban akan menunjukkan seberapa tingkat persetujuan Anda terhadap jawaban tersebut. Dengan keterangan sebagai berikut:

Keterangan:

SS : Sangat Setuju (5)

S : Setuju (4)

KS : Kurang Setuju (3)

TS : Tidak Setuju (2)

STS: Sangat Tidak Setuju (1)

## KUESIONER

### 1. Variabel Kompensasi Finansial(X2)

| No       | Pernyataan                                                                          | STS | TS | N | S | SS |
|----------|-------------------------------------------------------------------------------------|-----|----|---|---|----|
| Upah     |                                                                                     |     |    |   |   |    |
| 1.       | Saya merasa penghasilan saya sesuai dengan pekerjaan yang saya lakukan              |     |    |   |   |    |
| 2.       | Upah yang saya dapat sebagai driver Gojek mampu memenuhi kebutuhan sehari-hari saya |     |    |   |   |    |
| 3.       | Penghasilan yang saya dapatkan setiap harinya stabil                                |     |    |   |   |    |
| Insentif |                                                                                     |     |    |   |   |    |
| 6.       | Insentif yang saya terima membantu meningkatkan penghasilan saya.                   |     |    |   |   |    |
| 7.       | Insentif yang saya terima sesuai dengan harapan                                     |     |    |   |   |    |
| 8.       | Saya merasa skema insentif yang diberikan Gojek adil dan transparan                 |     |    |   |   |    |

### 2. Variabel Fleksibilitas Kerja (X1)

| No                                         | Pernyataan                                                                                 | STS | TS | N | S | SS |
|--------------------------------------------|--------------------------------------------------------------------------------------------|-----|----|---|---|----|
| Kapan ( <i>Time Flexibility</i> )          |                                                                                            |     |    |   |   |    |
| 1.                                         | Saya memiliki kebebasan kapan memulai dan mengakhiri pekerjaan sesuai keinginan saya.      |     |    |   |   |    |
| 2.                                         | Saya dapat membuat jadwal kerja saya sendiri                                               |     |    |   |   |    |
| 3.                                         | Saya dapat menyesuaikan waktu kerja sesuai dengan kebutuhan pribadi saya                   |     |    |   |   |    |
| Durasi Kerja ( <i>Timing Flexibility</i> ) |                                                                                            |     |    |   |   |    |
| 4.                                         | Saya merasa bebas menentukan berapa lama saya akan bekerja setiap hari                     |     |    |   |   |    |
| 5.                                         | Saya dapat menyesuaikan waktu kerja saya sesuai kebutuhan pribadi saya.                    |     |    |   |   |    |
| 6.                                         | Jam kerja yang fleksibel membuat saya mampu membagi waktu bersama keluarga.                |     |    |   |   |    |
| Dimana ( <i>Place Flexibility</i> )        |                                                                                            |     |    |   |   |    |
| 7.                                         | Saya memiliki kebebasan untuk memilih lokasi kerja yang berbeda-beda sesuai kebutuhan saya |     |    |   |   |    |

|    |                                                                                    |  |  |  |  |  |
|----|------------------------------------------------------------------------------------|--|--|--|--|--|
| 8. | Kebebasan memilih lokasi kerja membantu saya untuk mencapai tujuan pendapatan saya |  |  |  |  |  |
| 9. | Kebebasan memilih lokasi kerja meningkatkan efisiensi kerja.                       |  |  |  |  |  |

### 3. Variabel Kepuasan Kerja (Y)

| No                            | Pertanyaan                                                                                                      | STS | TS | N | S | SS |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------|-----|----|---|---|----|
| Kepuasan terhadap Pekerjaan   |                                                                                                                 |     |    |   |   |    |
| 1.                            | Saya merasa puas dengan pekerjaan yang dijalani saat ini sebagai driver Gojek                                   |     |    |   |   |    |
| 2.                            | Saya merasa pekerjaan ini sesuai dengan minat dan saya                                                          |     |    |   |   |    |
| 3.                            | Saya merasa pekerjaan ini sesuai dengan keahlian saya.                                                          |     |    |   |   |    |
| 4.                            | Saya merasa pekerjaan ini memberikan keseimbangan yang baik antara pekerjaan dan kehidupan pribadi              |     |    |   |   |    |
| Kepuasan terhadap Imbalan     |                                                                                                                 |     |    |   |   |    |
| 5.                            | Saya merasa puas dengan penghasilan yang saya dapatkan sebagai driver Gojek.                                    |     |    |   |   |    |
| 6.                            | Saya merasa penghasilan yang saya terima sebagai driver Gojek sesuai dengan usaha yang saya lakukan setiap hari |     |    |   |   |    |
| 7.                            | Saya merasa penghasilan yang saya terima cukup untuk memenuhi kebutuhan sehari-hari saya.                       |     |    |   |   |    |
| 8.                            | Saya merasa puas dengan kebijakan pembagian komisi dari Gojek                                                   |     |    |   |   |    |
| Kepuasan terhadap Rekan Kerja |                                                                                                                 |     |    |   |   |    |
| 9.                            | Saya merasa memiliki hubungan kerja yang baik dengan sesama driver Gojek                                        |     |    |   |   |    |
| 10.                           | Saya merasa nyaman bekerja sama dengan rekan-rekan sesama driver                                                |     |    |   |   |    |
| 11.                           | Saya merasa ada kerjasama yang baik antar sesama driver Gojek kerja                                             |     |    |   |   |    |

## LAMPIRAN 2

### Tabulasi Data Menggunakan MSI Uji Validitas dan Uji Reliabilitas

#### A. Variabel Kompensasi Finansial (X1)

| <b>Successive Interval</b> |            |            |            |            |            |              |
|----------------------------|------------|------------|------------|------------|------------|--------------|
| <b>KF1</b>                 | <b>KF2</b> | <b>KF3</b> | <b>KF4</b> | <b>KF5</b> | <b>KF6</b> | <b>Total</b> |
| 4.13                       | 2.66       | 2.87       | 4.26       | 2.85       | 2.99       | 19.77        |
| 4.13                       | 2.66       | 4.34       | 2.81       | 4.32       | 4.44       | 22.71        |
| 4.13                       | 2.66       | 2.87       | 4.26       | 2.85       | 4.44       | 21.22        |
| 2.60                       | 4.09       | 2.87       | 4.26       | 4.32       | 4.44       | 22.59        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 2.99       | 24.14        |
| 4.13                       | 4.09       | 2.87       | 4.26       | 4.32       | 4.44       | 24.12        |
| 4.13                       | 4.09       | 2.87       | 4.26       | 4.32       | 4.44       | 24.12        |
| 1.91                       | 1.75       | 4.34       | 4.26       | 4.32       | 4.44       | 21.03        |
| 4.13                       | 4.09       | 2.87       | 2.81       | 2.85       | 2.99       | 19.75        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 4.13                       | 4.09       | 4.34       | 2.81       | 2.85       | 2.99       | 21.22        |
| 2.60                       | 4.09       | 4.34       | 1.73       | 2.85       | 2.99       | 18.61        |
| 2.60                       | 2.66       | 2.87       | 2.81       | 2.85       | 2.99       | 16.79        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 4.13                       | 1.75       | 2.87       | 2.81       | 4.32       | 4.44       | 20.33        |
| 4.13                       | 2.66       | 2.87       | 4.26       | 4.32       | 4.44       | 22.69        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 1.91                       | 1.00       | 4.34       | 4.26       | 4.32       | 4.44       | 20.28        |
| 2.60                       | 4.09       | 4.34       | 2.81       | 2.85       | 4.44       | 21.14        |
| 4.13                       | 4.09       | 2.87       | 2.81       | 2.85       | 4.44       | 21.20        |
| 4.13                       | 2.66       | 2.87       | 2.81       | 2.85       | 2.99       | 18.32        |
| 2.60                       | 2.66       | 1.51       | 1.44       | 1.00       | 1.83       | 11.05        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 4.13                       | 4.09       | 4.34       | 4.26       | 4.32       | 4.44       | 25.59        |
| 1.91                       | 4.09       | 2.87       | 2.81       | 1.62       | 2.99       | 16.30        |
| 2.60                       | 2.66       | 2.87       | 2.81       | 2.85       | 2.99       | 16.79        |
| 4.13                       | 2.66       | 2.87       | 4.26       | 2.85       | 4.44       | 21.22        |

#### B. Variabel Fleksibilitas Kerja

| <b>Successive Interval</b> |            |            |            |            |            |            |            |            |              |
|----------------------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| <b>FK1</b>                 | <b>FK2</b> | <b>FK3</b> | <b>FK4</b> | <b>FK5</b> | <b>FK6</b> | <b>FK7</b> | <b>FK8</b> | <b>FK9</b> | <b>Total</b> |
| 2.87                       | 4.11       | 4.53       | 4.32       | 2.97       | 2.73       | 2.84       | 4.51       | 3.05       | 31.94        |
| 2.87                       | 4.11       | 3.01       | 2.80       | 4.48       | 2.73       | 4.37       | 3.01       | 4.52       | 31.89        |
| 4.35                       | 2.60       | 3.01       | 4.32       | 2.97       | 4.23       | 4.37       | 4.51       | 4.52       | 34.88        |

|      |      |      |      |      |      |      |      |      |       |
|------|------|------|------|------|------|------|------|------|-------|
| 2.87 | 4.11 | 4.53 | 2.80 | 2.97 | 2.73 | 2.84 | 4.51 | 4.52 | 31.89 |
| 2.87 | 2.60 | 4.53 | 4.32 | 2.97 | 2.73 | 2.84 | 4.51 | 4.52 | 31.89 |
| 2.87 | 2.60 | 3.01 | 2.80 | 4.48 | 2.73 | 2.84 | 4.51 | 3.05 | 28.88 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 2.87 | 2.60 | 3.01 | 2.80 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 33.38 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 2.87 | 2.60 | 4.53 | 2.80 | 4.48 | 4.23 | 4.37 | 3.01 | 3.05 | 31.93 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 4.35 | 4.11 | 3.01 | 2.80 | 2.97 | 4.23 | 2.84 | 4.51 | 4.52 | 33.35 |
| 4.35 | 2.60 | 4.53 | 2.80 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 36.38 |
| 2.87 | 2.60 | 3.01 | 4.32 | 4.48 | 4.23 | 4.37 | 3.01 | 3.05 | 31.93 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 4.35 | 4.11 | 3.01 | 2.80 | 1.82 | 2.73 | 2.84 | 3.01 | 3.05 | 27.71 |
| 4.35 | 2.60 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 37.90 |
| 4.35 | 4.11 | 4.53 | 2.80 | 2.97 | 4.23 | 2.84 | 4.51 | 4.52 | 34.87 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 1.78 | 2.60 | 4.53 | 4.32 | 2.97 | 4.23 | 2.84 | 4.51 | 3.05 | 30.84 |
| 2.87 | 2.60 | 3.01 | 2.80 | 4.48 | 4.23 | 1.44 | 3.01 | 3.05 | 27.48 |
| 2.87 | 2.60 | 4.53 | 4.32 | 4.48 | 2.73 | 2.84 | 4.51 | 4.52 | 33.40 |
| 2.87 | 2.60 | 3.01 | 2.80 | 2.97 | 2.73 | 2.84 | 3.01 | 3.05 | 25.88 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 4.35 | 4.11 | 4.53 | 4.32 | 4.48 | 4.23 | 4.37 | 4.51 | 4.52 | 39.42 |
| 2.87 | 2.60 | 3.01 | 2.80 | 4.48 | 4.23 | 2.84 | 4.51 | 3.05 | 30.39 |
| 2.87 | 4.11 | 4.53 | 2.80 | 4.48 | 2.73 | 2.84 | 3.01 | 3.05 | 30.42 |
| 4.35 | 4.11 | 3.01 | 2.80 | 2.97 | 2.73 | 2.84 | 1.47 | 1.57 | 25.85 |

### C. Variabel Kepuasan Kerja

| Successive Interval |      |      |      |      |      |      |      |      |      |      |       |
|---------------------|------|------|------|------|------|------|------|------|------|------|-------|
| KK1                 | KK2  | KK3  | KK4  | KK5  | KK6  | KK7  | KK8  | KK9  | KK10 | KK11 | Total |
| 2.98                | 2.81 | 3.16 | 3.08 | 3.11 | 3.12 | 2.89 | 3.03 | 2.91 | 3.09 | 2.76 | 32.93 |
| 4.41                | 2.81 | 3.16 | 3.08 | 3.11 | 3.12 | 2.89 | 3.03 | 2.91 | 3.09 | 4.20 | 35.81 |
| 2.98                | 4.24 | 4.64 | 3.08 | 4.58 | 3.12 | 2.89 | 3.03 | 2.91 | 3.09 | 2.76 | 37.31 |
| 4.41                | 2.81 | 3.16 | 3.08 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 44.58 |
| 2.98                | 2.81 | 4.64 | 4.57 | 4.58 | 4.58 | 2.89 | 4.47 | 2.91 | 3.09 | 2.76 | 40.25 |
| 2.98                | 2.81 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 46.11 |
| 4.41                | 4.24 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 48.98 |
| 2.98                | 2.81 | 3.16 | 1.81 | 3.11 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 40.40 |
| 4.41                | 4.24 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 48.98 |
| 4.41                | 4.24 | 4.64 | 3.08 | 4.58 | 3.12 | 4.34 | 4.47 | 2.91 | 4.58 | 4.20 | 44.57 |
| 4.41                | 2.81 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 47.55 |
| 4.41                | 4.24 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 48.98 |
| 4.41                | 2.81 | 4.64 | 3.08 | 4.58 | 3.12 | 4.34 | 3.03 | 4.38 | 3.09 | 4.20 | 41.68 |
| 4.41                | 4.24 | 4.64 | 4.57 | 3.11 | 3.12 | 2.89 | 3.03 | 2.91 | 3.09 | 2.76 | 38.76 |
| 4.41                | 2.81 | 1.78 | 3.08 | 3.11 | 3.12 | 2.89 | 3.03 | 2.91 | 4.58 | 2.76 | 34.48 |

|      |      |      |      |      |      |      |      |      |      |      |       |
|------|------|------|------|------|------|------|------|------|------|------|-------|
| 4.41 | 4.24 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 48.98 |
| 4.41 | 2.81 | 3.16 | 4.57 | 3.11 | 4.58 | 2.89 | 3.03 | 4.38 | 4.58 | 2.76 | 40.27 |
| 4.41 | 4.24 | 4.64 | 3.08 | 4.58 | 3.12 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 46.04 |
| 4.41 | 2.81 | 4.64 | 3.08 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 46.06 |
| 1.88 | 1.71 | 1.78 | 1.81 | 1.78 | 1.97 | 1.67 | 1.95 | 1.78 | 1.72 | 1.62 | 19.68 |
| 1.88 | 4.24 | 3.16 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 44.97 |
| 2.98 | 4.24 | 3.16 | 4.57 | 3.11 | 3.12 | 4.34 | 1.95 | 4.38 | 4.58 | 4.20 | 40.63 |
| 2.98 | 2.81 | 3.16 | 3.08 | 3.11 | 3.12 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 40.22 |
| 1.88 | 1.71 | 1.78 | 1.81 | 1.78 | 1.97 | 1.67 | 1.95 | 1.78 | 1.72 | 1.62 | 19.68 |
| 4.41 | 4.24 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 48.98 |
| 4.41 | 4.24 | 4.64 | 4.57 | 4.58 | 4.58 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 48.98 |
| 4.41 | 2.81 | 3.16 | 4.57 | 3.11 | 3.12 | 2.89 | 3.03 | 2.91 | 3.09 | 2.76 | 35.85 |
| 2.98 | 2.81 | 3.16 | 3.08 | 3.11 | 3.12 | 2.89 | 4.47 | 4.38 | 4.58 | 2.76 | 37.33 |
| 2.98 | 4.24 | 3.16 | 3.08 | 4.58 | 3.12 | 2.89 | 4.47 | 4.38 | 3.09 | 2.76 | 38.74 |
| 4.41 | 4.24 | 3.16 | 3.08 | 3.11 | 3.12 | 4.34 | 4.47 | 4.38 | 4.58 | 4.20 | 43.09 |



### Hasil Output SPSS Uji Validitas Fleksibilitas Kerja

|     |                     | Correlations |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     |                     | FK1          | FK2    | FK3    | FK4    | FK5    | FK6    | FK7    | FK8    | FK9    | X2     |
| FK1 | Pearson Correlation | 1            | .767** | .465** | .445** | .374*  | .610** | .626** | .400*  | .612** | .762** |
|     | Sig. (1-tailed)     |              | <,001  | .005   | .007   | .021   | <,001  | <,001  | .014   | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK2 | Pearson Correlation | .767**       | 1      | .528** | .443** | .191   | .421*  | .403*  | .363*  | .478** | .657** |
|     | Sig. (1-tailed)     | <,001        |        | .001   | .007   | .157   | .010   | .014   | .024   | .004   | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK3 | Pearson Correlation | .465**       | .528** | 1      | .690** | .518** | .461** | .568** | .690** | .718** | .807** |
|     | Sig. (1-tailed)     | .005         | .001   |        | <,001  | .002   | .005   | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK4 | Pearson Correlation | .445**       | .443** | .690** | 1      | .490** | .515** | .637** | .599** | .567** | .768** |
|     | Sig. (1-tailed)     | .007         | .007   | <,001  |        | .003   | .002   | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK5 | Pearson Correlation | .374*        | .191   | .518** | .490** | 1      | .643** | .652** | .518** | .544** | .709** |
|     | Sig. (1-tailed)     | .021         | .157   | .002   | .003   |        | <,001  | <,001  | .002   | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK6 | Pearson Correlation | .610**       | .421*  | .461** | .515** | .643** | 1      | .674** | .553** | .613** | .790** |
|     | Sig. (1-tailed)     | <,001        | .010   | .005   | .002   | <,001  |        | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK7 | Pearson Correlation | .626**       | .403*  | .568** | .637** | .652** | .674** | 1      | .495** | .605** | .813** |
|     | Sig. (1-tailed)     | <,001        | .014   | <,001  | <,001  | <,001  | <,001  |        | .003   | <,001  | <,001  |

|     |                     |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| N   |                     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK8 | Pearson Correlation | .400*  | .363*  | .690** | .599** | .518** | .553** | .495** | 1      | .857** | .789** |
|     | Sig. (1-tailed)     | .014   | .024   | <,001  | <,001  | .002   | <,001  | .003   |        | <,001  | <,001  |
| N   |                     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| FK9 | Pearson Correlation | .612** | .478** | .718** | .567** | .544** | .613** | .605** | .857** | 1      | .866** |
|     | Sig. (1-tailed)     | <,001  | .004   | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |        | <,001  |
| N   |                     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| X2  | Pearson Correlation | .762** | .657** | .807** | .768** | .709** | .790** | .813** | .789** | .866** | 1      |
|     | Sig. (1-tailed)     | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |        |
| N   |                     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |

\*\* . Correlation is significant at the 0.01 level (1-tailed).  
 \* . Correlation is significant at the 0.05 level (1-tailed).

### Hasil Output SPSS Uji Validitas Kepuasan Kerja

|     |                     | Correlations |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     |                     | KK1          | KK2    | KK3    | KK4    | KK5    | KK6    | KK7    | KK8    | KK9    | KK10   | KK11   | Y      |
| KK1 | Pearson Correlation | 1            | .565** | .553** | .416*  | .611** | .509** | .604** | .487** | .543** | .629** | .597** | .716** |
|     | Sig. (1-tailed)     |              | <,001  | <,001  | .011   | <,001  | .002   | <,001  | .003   | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK2 | Pearson Correlation | .565**       | 1      | .576** | .578** | .696** | .515** | .708** | .608** | .633** | .641** | .704** | .792** |
|     | Sig. (1-tailed)     | <,001        |        | <,001  | <,001  | <,001  | .002   | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30           | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK3 | Pearson Correlation | .553**       | .576** | 1      | .651** | .771** | .638** | .651** | .619** | .482** | .426** | .651** | .772** |

|     |                     |        |        |        |        |        |        |        |        |        |        |        |        |
|-----|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|     | Sig. (1-tailed)     | <,001  | <,001  |        | <,001  | <,001  | <,001  | <,001  | <,001  | .004   | .009   | <,001  | <,001  |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK4 | Pearson Correlation | .416*  | .578** | .651** | 1      | .569** | .654** | .455** | .369*  | .410*  | .421*  | .449** | .656** |
|     | Sig. (1-tailed)     | .011   | <,001  | <,001  |        | <,001  | <,001  | .006   | .022   | .012   | .010   | .006   | <,001  |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK5 | Pearson Correlation | .611** | .696** | .771** | .569** | 1      | .794** | .810** | .823** | .727** | .668** | .806** | .911** |
|     | Sig. (1-tailed)     | <,001  | <,001  | <,001  | <,001  |        | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK6 | Pearson Correlation | .509** | .515** | .638** | .654** | .794** | 1      | .736** | .759** | .716** | .719** | .732** | .854** |
|     | Sig. (1-tailed)     | .002   | .002   | <,001  | <,001  | <,001  |        | <,001  | <,001  | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK7 | Pearson Correlation | .604** | .708** | .651** | .455** | .810** | .736** | 1      | .763** | .844** | .847** | 1.000* | .925** |
|     | Sig. (1-tailed)     | <,001  | <,001  | <,001  | .006   | <,001  | <,001  |        | <,001  | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK8 | Pearson Correlation | .487** | .608** | .619** | .369*  | .823** | .759** | .763** | 1      | .734** | .739** | .759** | .843** |
|     | Sig. (1-tailed)     | .003   | <,001  | <,001  | .022   | <,001  | <,001  | <,001  |        | <,001  | <,001  | <,001  | <,001  |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| KK9 | Pearson Correlation | .543** | .633** | .482** | .410*  | .727** | .716** | .844** | .734** | 1      | .851** | .841** | .854** |
|     | Sig. (1-tailed)     | <,001  | <,001  | .004   | .012   | <,001  | <,001  | <,001  | <,001  |        | <,001  | <,001  | <,001  |



## LAMPIRAN 4

### Hasil Output SPSS Uji Reliabilitas

#### Hasil Output SPSS Uji Reliabilitas Kompensasi Finansial

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| .853                   | .852                                         | 6          |

#### Hasil Output SPSS Uji Reliabilitas Fleksibilitas Kerja

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| .916                   | .916                                         | 9          |

#### Hasil Output SPSS Uji Reliabilitas Kepuasan Kerja

| Reliability Statistics |                                              |            |
|------------------------|----------------------------------------------|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| .954                   | .954                                         | 11         |

## LAMPIRAN 5

### Hasil Tabulasi Data Kuesioner Peleitian Menggunakan MSI

#### A. Variabel Kompensasi Finansial

| Succesive Interval |      |      |      |      |      |       |
|--------------------|------|------|------|------|------|-------|
| KF1                | KF2  | KF3  | KF4  | KF5  | KF6  | Total |
| 3.98               | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 19.80 |
| 3.98               | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98               | 3.72 | 4.24 | 4.43 | 4.08 | 3.85 | 24.29 |
| 3.98               | 3.72 | 4.24 | 4.43 | 4.08 | 3.85 | 24.29 |
| 3.98               | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98               | 2.21 | 4.24 | 2.92 | 4.08 | 3.85 | 21.28 |
| 3.98               | 3.72 | 4.24 | 4.43 | 2.57 | 3.85 | 22.79 |
| 3.98               | 2.21 | 2.78 | 4.43 | 2.57 | 2.37 | 18.33 |
| 2.32               | 2.21 | 4.24 | 2.92 | 2.57 | 3.85 | 18.12 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 4.43 | 2.57 | 2.37 | 21.30 |
| 3.98               | 3.72 | 4.24 | 2.92 | 2.57 | 3.85 | 21.28 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 4.43 | 2.57 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 4.43 | 4.08 | 3.85 | 24.29 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 2.37 | 21.30 |
| 3.98               | 3.72 | 2.78 | 4.43 | 2.57 | 2.37 | 19.84 |
| 3.98               | 3.72 | 4.24 | 4.43 | 4.08 | 2.37 | 22.81 |
| 3.98               | 3.72 | 4.24 | 4.43 | 4.08 | 2.37 | 22.81 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 2.92 | 2.57 | 2.37 | 19.80 |
| 3.98               | 3.72 | 4.24 | 4.43 | 4.08 | 2.37 | 22.81 |
| 3.98               | 3.72 | 4.24 | 4.43 | 2.57 | 3.85 | 22.79 |
| 3.98               | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 2.78 | 2.92 | 4.08 | 3.85 | 21.32 |
| 3.98               | 3.72 | 4.24 | 4.43 | 2.57 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 4.43 | 2.57 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 2.37 | 21.30 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 2.37 | 21.30 |
| 3.98               | 3.72 | 4.24 | 2.92 | 2.57 | 3.85 | 21.28 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98               | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98               | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 2.32               | 2.21 | 2.78 | 4.43 | 2.57 | 3.85 | 18.17 |
| 3.98               | 3.72 | 4.24 | 2.92 | 2.57 | 3.85 | 21.28 |

|      |      |      |      |      |      |       |
|------|------|------|------|------|------|-------|
| 3.98 | 3.72 | 4.24 | 2.92 | 2.57 | 2.37 | 19.80 |
| 3.98 | 3.72 | 4.24 | 4.43 | 2.57 | 3.85 | 22.79 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 2.37 | 19.84 |
| 3.98 | 3.72 | 2.78 | 2.92 | 2.57 | 3.85 | 19.82 |
| 3.98 | 3.72 | 4.24 | 4.43 | 4.08 | 3.85 | 24.29 |
| 2.32 | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 18.15 |
| 3.98 | 3.72 | 4.24 | 2.92 | 4.08 | 2.37 | 21.30 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 2.21 | 2.78 | 4.43 | 2.57 | 3.85 | 19.82 |
| 3.98 | 3.72 | 4.24 | 4.43 | 4.08 | 2.37 | 22.81 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 2.37 | 19.84 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 2.37 | 19.84 |
| 3.98 | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98 | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 3.72 | 4.24 | 2.92 | 4.08 | 2.37 | 21.30 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 2.37 | 19.84 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 3.72 | 4.24 | 2.92 | 2.57 | 3.85 | 21.28 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 19.80 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 2.37 | 21.35 |
| 3.98 | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 3.85 | 21.28 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 2.37 | 21.35 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 2.37 | 21.35 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 2.37 | 21.35 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 2.37 | 19.84 |
| 3.98 | 3.72 | 2.78 | 4.43 | 4.08 | 3.85 | 22.83 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 19.80 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 21.32 |
| 3.98 | 2.21 | 4.24 | 4.43 | 2.57 | 2.37 | 19.80 |
| 3.98 | 3.72 | 4.24 | 2.92 | 4.08 | 3.85 | 22.79 |
| 3.98 | 2.21 | 2.78 | 4.43 | 4.08 | 2.37 | 19.84 |
| 3.98 | 2.21 | 2.78 | 4.43 | 2.57 | 3.85 | 19.82 |
| 2.32 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 19.67 |
| 3.98 | 2.21 | 2.78 | 4.43 | 2.57 | 3.85 | 19.82 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 19.80 |
| 2.32 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 19.67 |
| 2.32 | 2.21 | 2.78 | 2.92 | 2.57 | 3.85 | 16.66 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 19.80 |

|      |      |      |      |      |      |       |
|------|------|------|------|------|------|-------|
| 3.98 | 2.21 | 2.78 | 4.43 | 4.08 | 2.37 | 19.84 |
| 2.32 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 19.67 |
| 2.32 | 3.72 | 2.78 | 4.43 | 2.57 | 3.85 | 19.67 |
| 3.98 | 2.21 | 2.78 | 4.43 | 4.08 | 3.85 | 21.33 |
| 3.98 | 2.21 | 2.78 | 4.43 | 2.57 | 2.37 | 18.33 |
| 3.98 | 3.72 | 2.78 | 2.92 | 4.08 | 2.37 | 19.84 |
| 2.32 | 3.72 | 2.78 | 2.92 | 2.57 | 2.37 | 16.68 |
| 3.98 | 2.21 | 4.24 | 2.92 | 2.57 | 3.85 | 19.78 |
| 3.98 | 2.21 | 2.78 | 4.43 | 4.08 | 3.85 | 21.33 |
| 3.98 | 2.21 | 4.24 | 2.92 | 2.57 | 3.85 | 19.78 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 2.37 | 19.80 |
| 3.98 | 2.21 | 2.78 | 4.43 | 2.57 | 3.85 | 19.82 |
| 3.98 | 2.21 | 4.24 | 2.92 | 4.08 | 3.85 | 21.28 |
| 3.98 | 2.21 | 2.78 | 4.43 | 2.57 | 3.85 | 19.82 |

## B. Variabel Fleksibilitas Kerja (X2)

| Successive Interval |      |      |      |      |      |      |      |      |       |
|---------------------|------|------|------|------|------|------|------|------|-------|
| FK1                 | FK2  | FK3  | FK4  | FK5  | FK6  | FK7  | FK8  | FK9  | Total |
| 3.80                | 2.64 | 4.50 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 32.60 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 38.76 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 38.76 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 38.76 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 38.76 |
| 2.26                | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 31.09 |
| 3.80                | 4.21 | 4.50 | 2.92 | 2.65 | 2.87 | 2.94 | 2.72 | 4.46 | 31.07 |
| 2.26                | 2.64 | 2.97 | 2.92 | 2.65 | 2.87 | 2.94 | 2.72 | 4.46 | 26.44 |
| 3.80                | 4.21 | 4.50 | 4.46 | 2.65 | 2.87 | 4.50 | 4.26 | 4.46 | 35.70 |
| 3.80                | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 2.94 | 2.72 | 2.95 | 32.63 |
| 3.80                | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 4.46 | 35.67 |
| 3.80                | 4.21 | 2.97 | 4.46 | 2.65 | 2.87 | 2.94 | 4.26 | 2.95 | 31.10 |
| 2.26                | 2.64 | 2.97 | 4.46 | 4.19 | 4.40 | 4.50 | 2.72 | 4.46 | 32.59 |
| 3.80                | 2.64 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 37.20 |
| 2.26                | 4.21 | 2.97 | 2.92 | 2.65 | 2.87 | 2.94 | 4.26 | 4.46 | 29.53 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 2.87 | 4.50 | 2.72 | 2.95 | 34.19 |
| 2.26                | 2.64 | 2.97 | 4.46 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 31.06 |
| 3.80                | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 37.23 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 35.70 |
| 3.80                | 4.21 | 4.50 | 4.46 | 4.19 | 2.87 | 2.94 | 4.26 | 2.95 | 34.16 |
| 3.80                | 4.21 | 4.50 | 2.92 | 4.19 | 2.87 | 2.94 | 2.72 | 2.95 | 31.10 |
| 2.26                | 4.21 | 4.50 | 4.46 | 2.65 | 2.87 | 2.94 | 2.72 | 4.46 | 31.07 |
| 3.80                | 4.21 | 4.50 | 2.92 | 2.65 | 4.40 | 4.50 | 2.72 | 4.46 | 34.17 |
| 2.26                | 2.64 | 4.50 | 4.46 | 2.65 | 2.87 | 2.94 | 4.26 | 4.46 | 31.03 |
| 3.80                | 2.64 | 4.50 | 4.46 | 4.19 | 2.87 | 4.50 | 4.26 | 4.46 | 35.66 |
| 2.26                | 2.64 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 2.72 | 2.95 | 29.55 |
| 3.80                | 4.21 | 4.50 | 4.46 | 2.65 | 2.87 | 2.94 | 2.72 | 4.46 | 32.60 |

|      |      |      |      |      |      |      |      |      |       |
|------|------|------|------|------|------|------|------|------|-------|
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 2.72 | 4.46 | 35.70 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 37.23 |
| 3.80 | 4.21 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 2.72 | 2.95 | 35.72 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 2.95 | 29.59 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 2.94 | 2.72 | 4.46 | 29.53 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 2.87 | 4.50 | 4.26 | 4.46 | 35.70 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 4.26 | 4.46 | 35.70 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 37.23 |
| 3.80 | 4.21 | 4.50 | 4.46 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 32.63 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 37.23 |
| 3.80 | 4.21 | 4.50 | 2.92 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 31.10 |
| 3.80 | 2.64 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 2.95 | 31.07 |
| 2.26 | 2.64 | 4.50 | 2.92 | 4.19 | 2.87 | 2.94 | 4.26 | 2.95 | 29.53 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 2.87 | 2.94 | 2.72 | 2.95 | 31.10 |
| 3.80 | 2.64 | 2.97 | 4.46 | 2.65 | 2.87 | 4.50 | 2.72 | 2.95 | 29.56 |
| 3.80 | 2.64 | 4.50 | 2.92 | 2.65 | 2.87 | 4.50 | 2.72 | 2.95 | 29.56 |
| 3.80 | 4.21 | 4.50 | 2.92 | 2.65 | 2.87 | 4.50 | 2.72 | 2.95 | 31.13 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 2.95 | 34.16 |
| 2.26 | 2.64 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 2.72 | 4.46 | 31.03 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 2.87 | 4.50 | 4.26 | 2.95 | 34.19 |
| 3.80 | 4.21 | 4.50 | 2.92 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 31.10 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 2.72 | 4.46 | 35.70 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 2.94 | 2.72 | 2.95 | 28.03 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 2.87 | 2.94 | 2.72 | 4.46 | 32.60 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 4.50 | 2.72 | 4.46 | 35.70 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 4.26 | 2.95 | 34.19 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 2.95 | 35.72 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 4.46 | 35.67 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 2.87 | 2.94 | 2.72 | 4.46 | 31.07 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 2.95 | 34.16 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 2.95 | 35.72 |
| 3.80 | 2.64 | 4.50 | 2.92 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 29.53 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 2.87 | 2.94 | 2.72 | 2.95 | 31.10 |
| 3.80 | 2.64 | 4.50 | 2.92 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 29.53 |
| 2.26 | 4.21 | 4.50 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 4.46 | 34.13 |
| 3.80 | 4.21 | 2.97 | 2.92 | 2.65 | 4.40 | 2.94 | 4.26 | 4.46 | 32.61 |
| 2.26 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 4.46 | 32.60 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 37.23 |
| 2.26 | 4.21 | 2.97 | 2.92 | 2.65 | 4.40 | 4.50 | 2.72 | 2.95 | 29.59 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 2.87 | 4.50 | 4.26 | 4.46 | 35.70 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 4.26 | 4.46 | 35.70 |
| 3.80 | 2.64 | 4.50 | 2.92 | 4.19 | 2.87 | 4.50 | 4.26 | 4.46 | 34.13 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 34.16 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 4.46 | 35.67 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 4.40 | 4.50 | 2.72 | 2.95 | 31.12 |
| 2.26 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 2.72 | 2.95 | 31.12 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 4.46 | 34.14 |

|      |      |      |      |      |      |      |      |      |       |
|------|------|------|------|------|------|------|------|------|-------|
| 3.80 | 2.64 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 29.53 |
| 3.80 | 4.21 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 2.72 | 4.46 | 35.70 |
| 3.80 | 2.64 | 4.50 | 2.92 | 4.19 | 4.40 | 4.50 | 4.26 | 4.46 | 35.67 |
| 3.80 | 4.21 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 4.46 | 35.67 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 4.26 | 2.95 | 34.19 |
| 3.80 | 2.64 | 2.97 | 4.46 | 2.65 | 2.87 | 2.94 | 2.72 | 2.95 | 28.00 |
| 3.80 | 2.64 | 4.50 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 32.60 |
| 3.80 | 2.64 | 4.50 | 2.92 | 2.65 | 4.40 | 2.94 | 2.72 | 2.95 | 29.53 |
| 3.80 | 2.64 | 4.50 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 32.60 |
| 2.26 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 2.95 | 31.09 |
| 2.26 | 2.64 | 4.50 | 4.46 | 4.19 | 4.40 | 4.50 | 2.72 | 2.95 | 32.62 |
| 3.80 | 2.64 | 4.50 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 32.60 |
| 2.26 | 2.64 | 4.50 | 2.92 | 2.65 | 2.87 | 2.94 | 4.26 | 2.95 | 27.99 |
| 2.26 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 2.95 | 31.09 |
| 2.26 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 4.26 | 2.95 | 31.09 |
| 2.26 | 2.64 | 2.97 | 4.46 | 4.19 | 4.40 | 2.94 | 4.26 | 2.95 | 31.06 |
| 3.80 | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 2.94 | 2.72 | 2.95 | 29.57 |
| 2.26 | 4.21 | 2.97 | 4.46 | 2.65 | 2.87 | 2.94 | 4.26 | 2.95 | 29.56 |
| 3.80 | 4.21 | 2.97 | 4.46 | 2.65 | 4.40 | 2.94 | 2.72 | 4.46 | 32.60 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 2.94 | 4.26 | 2.95 | 29.56 |
| 2.26 | 4.21 | 4.50 | 4.46 | 2.65 | 2.87 | 2.94 | 2.72 | 2.95 | 29.56 |
| 3.80 | 4.21 | 2.97 | 2.92 | 2.65 | 2.87 | 2.94 | 4.26 | 2.95 | 29.57 |
| 3.80 | 2.64 | 2.97 | 2.92 | 4.19 | 4.40 | 4.50 | 2.72 | 4.46 | 32.60 |
| 3.80 | 2.64 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 4.26 | 4.46 | 34.13 |
| 2.26 | 4.21 | 2.97 | 2.92 | 4.19 | 2.87 | 4.50 | 2.72 | 4.46 | 31.09 |
| 3.80 | 2.64 | 2.97 | 4.46 | 2.65 | 4.40 | 4.50 | 4.26 | 4.46 | 34.13 |

### C. Variabel Kepuasan Kerja (Y)

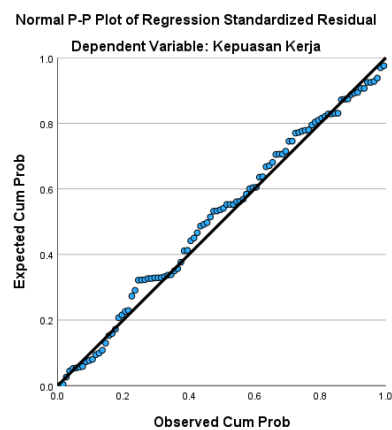
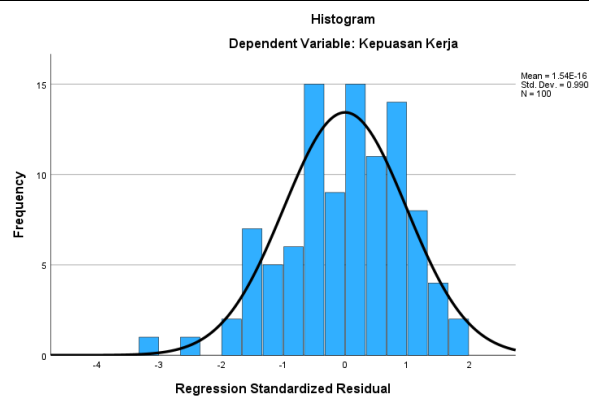
| Successive Interval |      |      |      |      |      |      |      |      |      |      |       |
|---------------------|------|------|------|------|------|------|------|------|------|------|-------|
| KK1                 | KK2  | KK3  | KK4  | KK5  | KK6  | KK7  | KK8  | KK9  | KK10 | KK11 | Total |
| 2.32                | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 2.81 | 38.38 |
| 3.81                | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 47.46 |
| 3.81                | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 47.46 |
| 3.81                | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 47.46 |
| 3.81                | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 47.46 |
| 3.81                | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 4.30 | 33.76 |
| 2.32                | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 2.41 | 2.79 | 2.81 | 32.29 |
| 2.32                | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 30.78 |
| 2.32                | 1.67 | 4.56 | 4.47 | 2.74 | 2.98 | 4.54 | 2.91 | 2.41 | 4.33 | 4.30 | 37.24 |
| 2.32                | 4.34 | 4.56 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 39.85 |
| 3.81                | 4.34 | 3.02 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 45.92 |
| 3.81                | 4.34 | 4.56 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 4.33 | 2.81 | 39.85 |
| 3.81                | 4.34 | 3.02 | 4.47 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 4.30 | 42.87 |
| 3.81                | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 4.33 | 4.30 | 45.95 |
| 3.81                | 4.34 | 4.56 | 2.91 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 2.79 | 4.30 | 44.36 |

|      |      |      |      |      |      |      |      |      |      |      |       |
|------|------|------|------|------|------|------|------|------|------|------|-------|
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 2.79 | 2.81 | 44.43 |
| 3.81 | 4.34 | 4.56 | 4.47 | 2.74 | 4.48 | 3.03 | 2.91 | 2.41 | 4.33 | 4.30 | 41.39 |
| 3.81 | 4.34 | 4.56 | 4.47 | 2.74 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 4.30 | 42.88 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 4.33 | 4.30 | 44.44 |
| 3.81 | 4.34 | 4.56 | 4.47 | 2.74 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 45.92 |
| 3.81 | 4.34 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 4.33 | 2.81 | 38.31 |
| 3.81 | 4.34 | 3.02 | 2.91 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 2.81 | 42.87 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 4.30 | 36.81 |
| 3.81 | 2.86 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 45.97 |
| 2.32 | 2.86 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 2.79 | 4.30 | 42.94 |
| 2.32 | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 38.41 |
| 3.81 | 4.34 | 3.02 | 2.91 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 2.81 | 42.87 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 41.37 |
| 2.32 | 4.34 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 4.41 | 3.92 | 2.79 | 4.30 | 42.92 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 42.87 |
| 3.81 | 4.34 | 3.02 | 4.47 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 4.30 | 42.87 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 38.36 |
| 2.32 | 4.34 | 3.02 | 2.91 | 2.74 | 4.48 | 4.54 | 4.41 | 2.41 | 4.33 | 4.30 | 39.82 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 42.87 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 4.30 | 44.43 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 2.98 | 3.03 | 2.91 | 3.92 | 2.79 | 2.81 | 36.83 |
| 2.32 | 2.86 | 4.56 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 2.81 | 39.95 |
| 2.32 | 2.86 | 3.02 | 2.91 | 4.27 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 32.31 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 2.91 | 2.41 | 4.33 | 2.81 | 38.36 |
| 2.32 | 4.34 | 4.56 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 2.79 | 2.81 | 38.38 |
| 2.32 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 4.33 | 2.81 | 35.34 |
| 3.81 | 4.34 | 3.02 | 2.91 | 4.27 | 2.98 | 3.03 | 4.41 | 2.41 | 2.79 | 2.81 | 36.80 |
| 2.32 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 4.54 | 2.91 | 3.92 | 4.33 | 4.30 | 36.84 |
| 3.81 | 4.34 | 3.02 | 2.91 | 4.27 | 2.98 | 3.03 | 4.41 | 2.41 | 2.79 | 4.30 | 38.29 |
| 3.81 | 4.34 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 3.92 | 2.79 | 2.81 | 35.27 |
| 2.32 | 2.86 | 4.56 | 2.91 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 2.79 | 4.30 | 41.38 |
| 3.81 | 2.86 | 4.56 | 4.47 | 2.74 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 4.30 | 39.88 |
| 2.32 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 4.33 | 2.81 | 35.34 |
| 3.81 | 4.34 | 4.56 | 2.91 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 41.36 |
| 3.81 | 2.86 | 4.56 | 2.91 | 4.27 | 2.98 | 3.03 | 2.91 | 3.92 | 2.79 | 2.81 | 36.85 |
| 2.32 | 4.34 | 3.02 | 2.91 | 2.74 | 2.98 | 4.54 | 4.41 | 2.41 | 2.79 | 2.81 | 35.29 |
| 3.81 | 4.34 | 3.02 | 4.47 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 4.30 | 42.87 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 42.92 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 4.41 | 3.92 | 4.33 | 2.81 | 44.46 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 2.79 | 2.81 | 38.34 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 2.81 | 39.87 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 4.41 | 2.41 | 4.33 | 2.81 | 42.95 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 2.79 | 2.81 | 44.43 |
| 2.32 | 4.34 | 3.02 | 2.91 | 2.74 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 4.30 | 36.78 |
| 3.81 | 2.86 | 4.56 | 2.91 | 4.27 | 4.48 | 4.54 | 4.41 | 2.41 | 2.79 | 2.81 | 39.87 |
| 3.81 | 2.86 | 3.02 | 2.91 | 4.27 | 4.48 | 3.03 | 2.91 | 3.92 | 4.33 | 2.81 | 38.36 |
| 3.81 | 4.34 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 4.41 | 3.92 | 2.79 | 2.81 | 42.92 |

|      |      |      |      |      |      |      |      |      |      |      |       |
|------|------|------|------|------|------|------|------|------|------|------|-------|
| 3.81 | 4.34 | 3.02 | 2.91 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 2.81 | 38.31 |
| 3.81 | 2.86 | 4.56 | 4.47 | 2.74 | 2.98 | 4.54 | 4.41 | 3.92 | 4.33 | 4.30 | 42.93 |
| 3.81 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 4.54 | 2.91 | 2.41 | 2.79 | 4.30 | 35.27 |
| 3.81 | 2.86 | 4.56 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 42.92 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 42.90 |
| 3.81 | 2.86 | 3.02 | 4.47 | 2.74 | 2.98 | 3.03 | 4.41 | 3.92 | 2.79 | 2.81 | 36.85 |
| 3.81 | 4.34 | 3.02 | 2.91 | 2.74 | 4.48 | 3.03 | 2.91 | 2.41 | 2.79 | 4.30 | 36.75 |
| 2.32 | 4.34 | 3.02 | 2.91 | 4.27 | 4.48 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 38.33 |
| 3.81 | 2.86 | 4.56 | 4.47 | 2.74 | 4.48 | 4.54 | 4.41 | 2.41 | 4.33 | 4.30 | 42.92 |
| 2.32 | 4.34 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 39.92 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 4.48 | 4.54 | 2.91 | 2.41 | 2.79 | 2.81 | 38.36 |
| 3.81 | 4.34 | 4.56 | 2.91 | 4.27 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 44.38 |
| 3.81 | 2.86 | 4.56 | 4.47 | 4.27 | 2.98 | 4.54 | 4.41 | 3.92 | 2.79 | 2.81 | 41.43 |
| 3.81 | 2.86 | 3.02 | 2.91 | 4.27 | 4.48 | 3.03 | 2.91 | 3.92 | 2.79 | 4.30 | 38.32 |
| 2.32 | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 4.54 | 4.41 | 3.92 | 2.79 | 4.30 | 41.36 |
| 2.32 | 2.86 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 3.92 | 4.33 | 4.30 | 39.90 |
| 3.81 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 4.41 | 2.41 | 2.79 | 4.30 | 35.27 |
| 3.81 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 32.27 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 38.36 |
| 2.32 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 4.30 | 32.27 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 38.36 |
| 3.81 | 2.86 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 4.30 | 39.87 |
| 2.32 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 30.78 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 38.36 |
| 2.32 | 2.86 | 4.56 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 3.92 | 2.79 | 2.81 | 33.83 |
| 3.81 | 2.86 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 4.30 | 39.87 |
| 3.81 | 2.86 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 4.30 | 39.87 |
| 3.81 | 2.86 | 4.56 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 2.81 | 44.48 |
| 2.32 | 4.34 | 3.02 | 2.91 | 4.27 | 2.98 | 3.03 | 2.91 | 3.92 | 4.33 | 2.81 | 36.85 |
| 2.32 | 4.34 | 3.02 | 4.47 | 4.27 | 4.48 | 4.54 | 4.41 | 3.92 | 4.33 | 2.81 | 42.94 |
| 3.81 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 4.54 | 2.91 | 3.92 | 2.79 | 2.81 | 39.85 |
| 3.81 | 2.86 | 4.56 | 4.47 | 2.74 | 2.98 | 4.54 | 4.41 | 2.41 | 4.33 | 4.30 | 41.42 |
| 3.81 | 4.34 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 4.41 | 2.41 | 4.33 | 2.81 | 39.87 |
| 3.81 | 2.86 | 3.02 | 4.47 | 2.74 | 4.48 | 3.03 | 2.91 | 3.92 | 4.33 | 4.30 | 39.88 |
| 3.81 | 2.86 | 3.02 | 2.91 | 4.27 | 2.98 | 4.54 | 4.41 | 2.41 | 2.79 | 4.30 | 38.31 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 35.34 |
| 3.81 | 2.86 | 3.02 | 2.91 | 2.74 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 4.30 | 33.76 |
| 2.32 | 4.34 | 4.56 | 2.91 | 4.27 | 2.98 | 3.03 | 2.91 | 2.41 | 2.79 | 2.81 | 35.34 |

### LAMPIRAN 6. Hasil Uji Normalitas

| One-Sample Kolmogorov-Smirnov Test                                                     |                         |             |                         |
|----------------------------------------------------------------------------------------|-------------------------|-------------|-------------------------|
|                                                                                        |                         |             | Unstandardized Residual |
| N                                                                                      |                         |             | 100                     |
| Normal Parameters <sup>a,b</sup>                                                       | Mean                    |             | .0000000                |
|                                                                                        | Std. Deviation          |             | 2.93729055              |
| Most Extreme Differences                                                               | Absolute                |             | .080                    |
|                                                                                        | Positive                |             | .040                    |
|                                                                                        | Negative                |             | -.080                   |
| Test Statistic                                                                         |                         |             | .080                    |
| Asymp. Sig. (2-tailed) <sup>c</sup>                                                    |                         |             | .116                    |
| Monte Carlo Sig. (2-tailed) <sup>d</sup>                                               | Sig.                    |             | .115                    |
|                                                                                        | 99% Confidence Interval | Lower Bound | .106                    |
|                                                                                        |                         | Upper Bound | .123                    |
| a. Test distribution is Normal.                                                        |                         |             |                         |
| b. Calculated from data.                                                               |                         |             |                         |
| c. Lilliefors Significance Correction.                                                 |                         |             |                         |
| d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 112562564. |                         |             |                         |



| ANOVA Table                             |                |                          |                |          |             |        |       |
|-----------------------------------------|----------------|--------------------------|----------------|----------|-------------|--------|-------|
|                                         |                |                          | Sum of Squares | df       | Mean Square | F      | Sig.  |
| Kepuasan Kerja *<br>Fleksibilitas Kerja | Between Groups | (Combined)               | 949.722        | 33       | 28.779      | 2.080  | <,001 |
|                                         |                | Linearity                | 458.952        | 1        | 458.952     | 33.166 | <,001 |
|                                         |                | Deviation from Linearity | 490.770        | 32       | 15.337      | 1.108  | .032  |
|                                         | Within Groups  |                          | 254.157        | 913.311  | 66          | 13.838 |       |
|                                         | Total          |                          | 1196.330       | 1863.033 | 99          |        |       |

## LAMPIRAN 8

### Hasil Uji Multikolinearitas

| Coefficients <sup>a</sup> |                      |                             |            |                           |       |       |                         |       |
|---------------------------|----------------------|-----------------------------|------------|---------------------------|-------|-------|-------------------------|-------|
|                           |                      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  | Collinearity Statistics |       |
|                           |                      | B                           | Std. Error | Beta                      |       |       | Tolerance               | VIF   |
| 1                         | (Constant)           | 23.680                      | 2.904      |                           | 8.153 | <,001 |                         |       |
|                           | Kompensasi Finansial | -.035                       | .165       | -.024                     | -.212 | .833  | .574                    | 1.742 |
|                           | Fleksibilitas Kerja  | .514                        | .106       | .550                      | 4.858 | <,001 | .574                    | 1.742 |

a. Dependent Variable: Kepuasan Kerja



### Hasil Uji Analisis Regresi Linier Berganda

| Coefficients <sup>a</sup> |                      |                             |            |                           |       |       |
|---------------------------|----------------------|-----------------------------|------------|---------------------------|-------|-------|
| Model                     |                      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|                           |                      | B                           | Std. Error | Beta                      |       |       |
| 1                         | (Constant)           | 5.012                       | 2.018      |                           | 2.484 | .015  |
|                           | Kompensasi Finansial | .869                        | .110       | .483                      | 7.907 | <,001 |
|                           | Fleksibilitas Kerja  | .502                        | .062       | .498                      | 8.158 | <,001 |

a. Dependent Variable: Kepuasan Kerja

**Lampiran 10**  
**Hasil Uji T, Hasil Uji F dan Hasil Uji Analisis Koefisien Determinasi**

**Hasil Uji T**

| <b>Coefficients<sup>a</sup></b>       |                      |                             |            |                           |       |       |
|---------------------------------------|----------------------|-----------------------------|------------|---------------------------|-------|-------|
| Model                                 |                      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig.  |
|                                       |                      | B                           | Std. Error | Beta                      |       |       |
| 1                                     | (Constant)           | 5.012                       | 2.018      |                           | 2.484 | .015  |
|                                       | Kompensasi Finansial | .869                        | .110       | .483                      | 7.907 | <.001 |
|                                       | Fleksibilitas Kerja  | .502                        | .062       | .498                      | 8.158 | <.001 |
| a. Dependent Variable: Kepuasan Kerja |                      |                             |            |                           |       |       |

**Hasil Uji F**

| <b>ANOVA<sup>a</sup></b>                                             |            |                |    |             |         |                    |
|----------------------------------------------------------------------|------------|----------------|----|-------------|---------|--------------------|
| Model                                                                |            | Sum of Squares | df | Mean Square | F       | Sig.               |
| 1                                                                    | Regression | 907.186        | 2  | 453.593     | 152.168 | <.001 <sup>b</sup> |
|                                                                      | Residual   | 289.144        | 97 | 2.981       |         |                    |
|                                                                      | Total      | 1196.330       | 99 |             |         |                    |
| a. Dependent Variable: Kepuasan Kerja                                |            |                |    |             |         |                    |
| b. Predictors: (Constant), Fleksibilitas Kerja, Kompensasi Finansial |            |                |    |             |         |                    |

**Hasil Uji Analisis Koefisien Determinasi**

| <b>Model Summary</b>                                                 |                   |          |                   |                            |
|----------------------------------------------------------------------|-------------------|----------|-------------------|----------------------------|
| Model                                                                | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1                                                                    | .871 <sup>a</sup> | .758     | .753              | 1.72652                    |
| a. Predictors: (Constant), Fleksibilitas Kerja, Kompensasi Finansial |                   |          |                   |                            |