

# LAMPIRAN

Lampiran 1 Kuesioner

Kepada Yth.

Bapak/Ibu Pegawai Kantor Dinas Pemuda Olahraga dan Pariwisata Kota Samarinda

Di-

Tempat

*Assalamu'allaikum Warahmatullahi Wabarakaatuh*

Dalam rangka menyelesaikan tugas akhir pada Program Studi Manajemen Fakultas Ekonomi Universitas Muhammadiyah Kalimantan Timur. Saya yang bertanda tangan dibawah ini:

Nama : Afiqah Nafizhah

NIM : 2011102431020

Program Studi : S1 Manajemen

Judul Penelitian : Pengaruh Kompensasi Kerja, Kepuasan Kerja dan Budaya Organisasi Terhadap Pegawai Dinas Pemuda Olahraga dan Pariwisata Kota Samarinda

Dengan ini, saya mengajukan permohonan kepada Bapak/Ibu Pegawai Kantor Dinas Pemuda Olahraga dan Pariwisata Kota Samarinda untuk memberikan jawaban atas pernyataan kuesioner yang telah saya siapkan di lembar berikutnya. Untuk itu saya mohon kesediaan Bapak/Ibu sekalian untuk mengisi kuesioner berikut. Atas perhatian dan kesediaannya saya ucapkan terima kasih.

Hormat saya,

Afiqah Nafizhah  
NIM. 2011102431020

### A. Profil Responden

1. Nama :
2. Jabatan :
3. Jenis Kelamin :
4. Usia :

### B. Panduan Pengisian Kuesioner

1. Bapak/Ibu silahkan untuk membaca panduan ini sampai akhir.
2. Sebelum menjawab pernyataan ini, kami selaku peneliti mengucapkan terima kasih kepada para responden yang telah bersedia meluangkan waktu untuk mengisi pernyataan kuesioner ini.
3. Tujuan pernyataan yang ada sama sekali tidak bermaksud untuk mencari kesalahan responden atau pihak lain.
4. Kerahasiaan identitas responden dan jawaban yang diberikan terjamin, karena jawaban responden hanya digunakan untuk maksud yang bersifat ilmiah atau sebagai bahan penulisan tugas akhir.
5. Pengisian kuesioner dilakukan secara offline sebagai berikut:
  - a. Offline: Pengisian dilakukan dengan mengisi lembar kuesioner yang telah disiapkan di Dinas Perkebunan Provinsi Kalimantan Timur.
6. Berilah tanda *checklist* (✓) untuk setiap pernyataan sesuai dengan fakta dalam kolom yang tersedia.
7. Jika terjadi kesalahan dalam memilih jawaban, tandai kolom yang salah dengan tanda silang (X) lalu beri tanda *checklist* (✓) pada kolom yang sesuai.
8. Setiap pernyataan diwakili oleh interval penilaian persepsi anda yang menjelaskan:
  - 1 = Sangat Tidak Setuju (STS)
  - 2 = Tidak Setuju (TS)
  - 3 = Netral (N)
  - 4 = Setuju (S)
  - 5 = Sangat Setuju (SS)
9. Setiap jawaban anda sangat penting untuk penelitian ini dan juga berkontribusi terhadap pengembangan ilmu pengetahuan.
10. Terima Kasih atas kesediaan anda untuk mengisi kuesioner ini.

NO	PERTANYAAN	STS	TS	N	S	SS
<b>Variabel Kompensasi</b>						
1	Gaji yang saya terima sesuai dengan beban tugas yang diberikan					
2	Kelayakan insentif yang diberikan instansi layak bagi saya sesuai dengan waktu dan tenaga yang dikeluarkan					
3	Saya merasa terdorong untuk lebih bersemangat dalam bekerja dengan adanya insentif					
4	Saya memperoleh berbagai tunjangan yang saya butuhkan, seperti THR, tunjangan kesehatan dan tunjangan kecelakaan kerja.					
<b>Variabel Budaya Organisasi</b>						
1	Saya selalu mengerjakan tugas saya dengan tepat waktu dan sesuai dengan ketentuan yang ada					
2	Pegawai sangat mendukung terhadap kebijakan manajemen yang sudah tersosialisasikan pada organisasi					
3	Setiap bekerja pegawai lebih mengutamakan pelayanan umum daripada kepentingan pribadi/kelompok					
4	Pegawai harus menerapkan semangat kerjasama antar rekan kerja sebagai bagian dari budaya organisasi					
<b>Variabel Kepuasan Kerja</b>						
1	Saya senang karena setiap pekerjaan dapat terealisasi dengan baik					
2	Keadilan yang dilakukan instansi dalam promosi bagi semua pegawai					
3	Saya sering bosan terhadap pekerjaan yang saya lakukan saat ini					
4	Saya selalu diberi kebebasan oleh atasan dalam mengerjakan pekerjaan saya					
<b>Variabel Kinerja Pegawai</b>						
1	Saya melakukan tugas sesuai dengan prosedur yang berlaku					
2	Saya mampu menyelesaikan jumlah pekerjaan seperti yang ditetapkan oleh instansi					
3	Saya berusaha menyelesaikan pekerjaan lebih cepat dari waktu yang ditetapkan					
4	Saya dapat memberi nilai lebih atau manfaat bagi pekerjaan saya					
5	Saya dapat menyelesaikan pekerjaan saya tanpa perlu bantuan orang lain					

Lampiran 2 Surat Pengantar dari UMKT



**UMKT**  
Program Studi  
Manajemen  
Fakultas Ekonomi, Bisnis dan Politik

Telp. 0541-748511 Fax.0541-766832  
Website <http://manajemen.umkt.ac.id>  
email: [manajemen@umkt.ac.id](mailto:manajemen@umkt.ac.id)

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Nomor : 048/FEBP.1/C.5/C/2024 Samarinda, 19 Sya' ban 1445 H  
Lampiran : - 29 Februari 2024 M  
Perihal : Ijin Penelitian dan Permintaan Data Skripsi

Kepada Yth  
Bapak  
Kepala Dinas Pemuda, Olah Raga dan Pariwisata Kota Samarinda  
Jl. Dahlia No. 81, Kel. Bugis, Kec. Samarinda Kota, Kota Samarinda, Kalimantan Timur  
Di –  
Tempat

*Assalamu' allaikum Warahmatullahi Wabarakaatuh*

Bersama dengan surat ini kami ingin memberitahukan, bahwa dalam rangka akhir masa studi di Program Studi S1 Manajemen Fakultas Ekonomi Bisnis dan Politik Universitas Muhammadiyah Kalimantan Timur, setiap mahasiswa diwajibkan untuk membuat Tugas Akhir Skripsi. Sehubungan dengan hal tersebut, dengan ini kami memohon kesediaan Bapak/ Ibu untuk memberikan ijin kepada Mahasiswa yang datanya tersebut dibawah ini:

No	Nama	NIM	Email	Konsentrasi	Smt
1	Afiqah Nafizhah	2011102431020	<a href="mailto:afiqahnafizhah@gmail.com">afiqahnafizhah@gmail.com</a>	MSDM	VIII
2	Aginna Leo Lita	2011102431239	<a href="mailto:2011102431239@umkt.ac.id">2011102431239@umkt.ac.id</a>		
3	Adisty Sekar Savitri	2011102431191	<a href="mailto:2011102431191@umkt.ac.id">2011102431191@umkt.ac.id</a>		
4	Agustina	2011102431108	<a href="mailto:2011102431108@umkt.ac.id">2011102431108@umkt.ac.id</a>		
5	Agnes Destiana Putri	1911102431479	<a href="mailto:1911102431479@umkt.ac.id">1911102431479@umkt.ac.id</a>		IX

Untuk melakukan penelitian pada Instansi yang Bapak pimpin dalam rangka penulisan Tugas Akhir Skripsi pada Program Studi S1 Manajemen Fakultas Ekonomi Bisnis dan Politik Universitas Muhammadiyah Kalimantan Timur.

Demikian permohonan ini kami sampaikan, atas bantuan dan kerjasamanya diucapkan terima kasih

*Wassalamu' alaikum Warahmatullahi Wabarakaatuh*

As. Ketua,  
Sekretaris,  
  
Adhini HR. S.Si., M.M.  
N.DN. 1118058604



Kampus 1 : Jl. Ir. H. Juanda, No.15, Samarinda  
Kampus 2 : Jl. Pelita, Pesona Mahakam, Samarinda



**PEMERINTAH KOTA SAMARINDA**  
**DINAS PEMUDA, OLAAHRAGA DAN PARIWISATA**

Alamat : Jl. Dahlia No.79 B Kode Pos : 75121 Telp. (0541) 735480

**SAMARINDA**

Nomor : 800/ 215 /100.06.1  
Lampiran : -  
Perihal : Kesiediaan Menerima Penelitian

Samarinda, 6 Mei 2024  
Kepada  
Yth. UMKT Program Study Manajemen  
Fakultas Ekonomi, Bisnis dan Politik  
di-  
Tempat

Menindaklanjuti Surat dari UMKT Program Study Manajemen Nomor : 048/FEBP.1/C.5/C/2024 tanggal 23 Februari 2024 Perihal : Ijin Penelitian dan Permintaan Data Skripsi, Bagi mahasiswa/mahasiswi yang tersebut dibawah ini :

No	Nama	NIM	Konsentrasi	Smt
1.	Afiqah Nafizhah	2011102431020	MSDM	VIII
2.	Aginna Leo Lita	2011102431239		
3.	Adisty Sekar Savitri	2011102431191		
4.	Agustina	2011102431108		
5.	Agnes Destiana Putri	1911102431479		IX

Sehubungan untuk keperluan dalam rangka Penulisan Tugas Akhir Skripsi Pada Program S1 Manajemen Fakultas Ekonomi Bisnis dan Politik Universitas Muhammadiyah Kalimantan Timur, Kami pada dasarnya bersedia menerima untuk melaksanakan Penelitian di Dinas Pemuda, Olahraga dan Pariwisata Kota Samarinda.

Demikian disampaikan, atas perhatian dan kerjasamanya kami ucapkan terima kasih.

A.n Kepala  
Sekretaris,  
  
Andy Ariefin, M.Pd  
NIP. 197104161994011001

Lampiran 4 Dokumentasi Obyek Penelitian



Lampiran 5 Kartu Kendali Bimbingan

**KARTU KENDALI BIMBINGAN LAPORAN KARYA ILMIAH**

Nama : Adiqah Nafizah  
 NIM : 201102431020  
 Nama Dosen Pembimbing : Dr. M. M. Harry, R, S.Pi, MM  
 Judul Penelitian : PENGARUH KOMPENSASI, KEPUASAN KERJA DAN BUDAYA ORGANISASI TERHADAP KINERJA PEGAWAI DINAS PEMUDA OLAHRAGA DAN PARIWISATA KOTA SAMARINDA

No	Tanggal	Uraian Pembimbing	Paraf Dosen
1	28/ Feb 2024	Membahas judul, penelitian terdahulu dan Latar	
2	4/ Maret 2024	Membahas latar belakang Bab I	
3	10/ Maret 2024	Membahas Bab I dan melakukan perbaikan	
4	17/ Maret 2024	Membahas Bab I dan II dan melakukan perbaikan	
5	30/ Maret 2024	Membahas Bab I dan II dan melakukan perbaikan	
6	5/ April 2024	ACC Proposal	
7	8/ Mei 2024	Pengolahan Data	
8	20/ Mei 2024	Pengolahan data	
9	2/ Juni 2024	Kevisi pembahasan	
10	10/ Juni 2024	ACC Skripsi	
11			
12			
13			
14			
15			

Dosen Pembimbing  
  
 (Dr. M. M. Harry, R, S.Pi, MM)  
 NIDN. 8069540022

Mengetahui,  
 Sekretaris Program Studi Manajemen  
  
 (Asmadani Hindayani Rahmah, S.Si, MM)  
 NIDN. 1118058604



## Lampiran 6 Rekapitulasi Identitas Responden

No. Res	Nama	Jenis Kelamin	Kode	Usia	Kode	Tingkat Pendidikan	Kode	Golongan/Ruangan	Kode	Jabatan	Kode
1	Abd Syahid	Laki-laki	1	55	5	S2	6	IV/a	9	Adytama Kepariwisataaan dan Ekonomi Kreatif	4
2	Aspian Nuur	Laki-laki	1	44	3	S1	5	III/d	8	Kepala UPT Pengelola GOR Segiri	10
3	Dorry Andrinalia	Perempuan	2	47	4	S1	5	III/d	8	Analisis Kebijakan Ahli Muda	5
4	Isharianto	Laki-laki	1	47	4	S1	5	III/d	8	Analisis Kebijakan Ahli Muda	5
5	Erwin Dinata	Laki-laki	1	46	4	S1	5	III/d	8	Pengelola Sarana dan Prasarana Kantor	11
6	Hadi Andriansyah	Laki-laki	1	44	3	S2	6	III/d	8	Pengolah Data	8
7	Muhammad Arifin	Laki-laki	1	42	3	S1	5	III/d	8	Pengolah Data	8
8	H. Muslimin	Laki-laki	1	53	5	S2	6	IV/b	10	Kepala Dinas	1
9	Andy Ariefin	Laki-laki	1	52	5	S2	6	IV/b	10	Sekretaris	2
10	Supriyanto	Laki-laki	1	57	6	S1	5	IV/a	9	Kabid	3
11	Hendro Atmojo	Laki-laki	1	47	4	S1	5	IV/a	9	Kabid	3
12	H. Andi Asyari	Laki-laki	1	50	4	S2	6	IV/a	9	Analisis Kebijakan Ahli Muda	5
13	Sudiansyah	Laki-laki	1	55	5	S2	6	III/d	8	Analisis Kebijakan Ahli Muda	5
14	Eddy Dourie	Laki-laki	1	49	4	S1	5	III/d	8	Pengelola Program dan Kegiatan	7
15	Muhammad Nur Har	Laki-laki	1	53	5	S1	5	III/d	8	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
16	Sudarso Husma Bela	Laki-laki	1	53	5	S1	5	III/d	8	Pengolah Data	8
17	Eka Setyawan	Laki-laki	1	40	2	S1	5	III/d	8	Analisis Kebijakan Ahli Muda	5
18	Jacka Anugrah Putra	Laki-laki	1	38	2	S2	6	III/c	7	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
19	Iwan Amrullah	Laki-laki	1	56	6	S1	5	III/d	8	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
20	Muhammad Jayadi Maarifatullah	Laki-laki	1	56	6	S1	5	III/d	8	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
21	Dede Friatna	Laki-laki	1	43	3	S1	5	III/d	8	Kasubag TU UPT Pengelola GOR Segiri	13

No. Res	Nama	Jenis Kelamin	Kode	Usia	Kode	Tingkat Pendidikan	Kode	Golongan/Ruang	Kode	Jabatan	Kode
22	Dwi Lestari	Perempuan	2	44	3	S1	5	III/c	7	Pengelola Kepegawaian	12
23	Hj. Ludia Pratiwi	Perempuan	2	38	2	S1	5	III/d	8	Pengelola Sarana dan Prasarana Kantor	11
24	Ni Wayan Kristian	Perempuan	2	49	5	S1	5	III/d	8	Pegawai Kepariwisataaan	15
25	Neni Mariani	Perempuan	2	58	6	S2	6	IV/a	9	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
26	Iffah Adhariah	Perempuan	2	40	2	S1	5	III/d	8	Analisis Kebijakan Ahli Muda	5
27	Lina Syahriza Istifiani	Perempuan	2	50	4	S1	5	III/d	8	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
28	Diana Pida	Perempuan	2	55	5	S2	6	III/d	8	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
29	Rika Handayani	Perempuan	2	41	3	S1	5	III/d	8	Kepala Sub. Bagian Umum dan Kepegawaian	9
30	Normaya Sopa	Perempuan	2	53	5	S1	5	III/d	8	Adytama Kepariwisataaan dan Ekonomi Kreatif Ahli Muda	4
31	Nur Asikin	Perempuan	2	57	6	S2	6	IV/a	9	Kabid	3
32	Agnes Gering Belawing	Perempuan	2	50	4	S1	5	IV/a	9	Kabid	3
33	Mis Gunanti Efiriah	Perempuan	2	56	6	S1	5	III/d	8	Analisis Keuangan Pusat dan Daerah Ahli Muda	6
34	Mulyadi	Laki-laki	1	44	3	SMP	2	II/b	2	Pengadministrasi Keuangan	16
35	Asgar	Laki-laki	1	55	5	SMP	2	II/a	1	Pengabdian Sarana dan Prasarana	17
36	Wahyuni	Perempuan	2	40	2	SMA	3	II/d	4	Pengadministrasi Umum	14
37	Nurdiansyah	Laki-laki	1	42	3	SMA	3	II/d	4	Pengadministrasi Data Penyajian dan Publikasi	18
38	Pujiyanto	Laki-laki	1	44	3	SMA	3	II/d	4	Pengadministrasi Umum	14
39	Heliyana	Perempuan	2	56	6	SMA	3	II/c	3	Pengadministrasi Keuangan	16
40	Henry Hermawan	Laki-laki	1	31	1	S1	5	PTTB	12	Pengadministrasi Umum	14
41	Indah Hayati	Perempuan	2	30	1	S1	5	PTTB	12	Pengadministrasi Umum	14
42	Elly Yanti	Perempuan	2	32	1	S1	5	PTTB	12	Pengadministrasi Umum	14

No. Res	Nama	Jenis Kelamin	Kode	Usia	Kode	Tingkat Pendidikan	Kode	Golongan/Ruang	Kode	Jabatan	Kode
43	Rina Sigmawati	Perempuan	2	30	1	S1	5	PTTB	12	Pengadministrasi Umum	14
44	Hidayat Syawal	Laki-laki	1	30	1	S1	5	PTTB	12	Pengadministrasi Umum	14
45	Dwi Kurniawan Muharlono	Laki-laki	1	32	1	S1	5	PTTB	12	Pengadministrasi Umum	14
46	Nadhia Putri Romadhani	Perempuan	2	32	1	S1	5	PTTB	12	Pengadministrasi Umum	14
47	Arif Dwi Nugraha	Laki-laki	1	32	1	S1	5	PTTB	12	Pengadministrasi Umum	14
48	Taufik Septiawan	Laki-laki	1	31	1	S1	5	PTTB	12	Pengadministrasi Umum	14
49	Muhammad Iqbal Hambali	Laki-laki	1	34	1	S1	5	PTTB	12	Pengadministrasi Umum	14
50	Muhammad Asfat	Laki-laki	1	31	1	S1	5	PTTB	12	Pengadministrasi Umum	14
51	M. Aliansyah	Laki-laki	1	30	1	S1	5	PTTB	12	Pengadministrasi Umum	14
52	Mirsalia Asnan	Perempuan	2	30	1	S1	5	PTTB	12	Pengadministrasi Umum	14
53	Dwi Putu Yudha	Laki-laki	1	34	1	S1	5	PTTB	12	Pengadministrasi Umum	14
54	Denyansyah	Laki-laki	1	34	1	S1	5	PTTB	12	Pengadministrasi Umum	14
55	Rina Desyana	Perempuan	2	32	1	S1	5	PTTB	12	Pengadministrasi Umum	14
56	Ani Sahib	Perempuan	2	32	1	S1	5	PTTB	12	Pengadministrasi Umum	14
57	Denny Tri Kurnia	Laki-laki	1	34	1	S1	5	PTTB	12	Pengadministrasi Umum	14
58	M. Yasin Khairuddin	Laki-laki	1	31	1	S1	5	PTTB	12	Pengadministrasi Umum	14
59	Nata Herman	Perempuan	2	30	1	Diploma III	4	PTTB	12	Pengadministrasi Umum	14
60	Wahyuni Setiawan	Laki-laki	1	30	1	Diploma III	4	PTTB	12	Pengadministrasi Umum	14
61	Indrawaty Arifin	Perempuan	2	38	2	Diploma III	4	PTTB	12	Pengadministrasi Umum	14
62	Anita Sari	Perempuan	2	32	1	Diploma III	4	PTTB	12	Pengadministrasi Umum	14
63	Tommy Wijaya	Laki-laki	1	32	1	Diploma III	4	PTTB	12	Pengadministrasi Umum	14
64	Hairil Hasnan	Laki-laki	1	30	1	Diploma III	4	PTTB	12	Pengadministrasi Umum	14
65	Erik Syaputri	Laki-laki	1	30	1	SMA	3	PTTB	12	Pengadministrasi Umum	14
66	Siti Julaiha	Perempuan	2	32	1	SMA	3	PTTB	12	Pengadministrasi Umum	14

Lampiran 7 Rekapitulasi Jawaban Responden

No. Res	X1.1	X1.2	X1.3	X1.4	X1 Total	X2.1	X2.2	X2.3	X2.4	X2 Total	X3.1	X3.2	X3.3	X3.4	X3 Total	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
1	4	4	5	4	17	2	2	3	2	9	4	4	5	5	18	4	4	4	5	5	22
2	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	5	4	4	4	4	21
3	4	4	5	5	18	4	4	4	4	16	5	4	5	5	19	4	4	5	4	5	22
4	5	5	5	5	20	4	4	5	4	17	5	5	5	5	20	4	5	4	5	5	23
5	4	5	4	5	18	4	5	5	4	18	5	5	4	4	18	5	4	4	5	4	22
6	4	4	4	5	17	4	4	4	4	16	5	4	4	4	17	5	5	5	5	5	25
7	4	4	5	4	17	3	4	5	3	15	4	4	5	5	18	4	4	4	5	4	21
8	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	4	4	5	5	23
9	4	4	4	4	16	3	3	3	3	12	4	4	4	4	16	4	4	4	4	4	20
10	5	4	5	4	18	3	3	3	3	12	4	4	5	5	18	4	4	5	4	5	22
11	5	5	5	5	20	3	3	3	3	12	5	5	5	5	20	4	4	5	4	2	19
12	5	4	4	5	18	4	4	4	4	16	5	4	4	4	17	4	4	4	5	5	22
13	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20	4	4	4	4	4	20
14	4	5	4	4	17	4	4	4	4	16	4	5	4	4	17	4	4	5	4	4	21
15	4	4	4	5	17	4	4	5	4	17	5	4	4	4	17	5	5	5	5	5	25
16	5	5	5	4	19	5	5	5	5	20	4	5	5	5	19	4	4	4	4	4	20
17	5	5	5	4	19	5	5	5	5	20	4	5	5	5	19	4	4	4	4	4	20
18	5	5	5	5	20	4	4	5	4	17	5	5	5	5	20	5	5	5	5	5	25
19	4	4	4	4	16	3	3	3	3	12	4	4	4	4	16	4	5	5	4	5	23
20	4	5	5	4	18	5	5	5	5	20	4	5	5	5	19	4	4	4	4	4	20
21	4	5	5	4	18	4	4	4	4	16	4	5	5	5	19	4	4	4	4	4	20
22	5	5	4	4	18	4	4	4	4	16	4	5	4	4	17	4	4	5	4	5	22
23	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	4	4	4	4	4	20

No. Res	X1.1	X1.2	X1.3	X1.4	X1 Total	X2.1	X2.2	X2.3	X2.4	X2 Total	X3.1	X3.2	X3.3	X3.4	X3 Total	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
24	5	4	4	4	17	4	4	4	4	16	4	4	4	4	16	5	5	4	4	5	23
25	4	5	4	5	18	4	4	4	4	16	5	5	4	4	18	4	4	4	4	4	20
26	5	5	5	5	20	5	5	5	5	20	5	5	5	5	20	5	5	5	5	5	25
27	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	5	4	5	4	4	22
28	4	5	5	5	19	4	4	4	4	16	5	5	5	5	20	5	4	4	5	4	22
29	4	5	4	5	18	4	4	4	4	16	5	5	4	4	18	4	4	4	4	4	20
30	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	5	5	5	5	5	25
31	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	2	2	4	4	16
32	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	5	5	5	4	5	24
33	4	4	5	5	18	4	4	4	4	16	5	4	5	5	19	4	4	4	5	5	22
34	4	4	4	5	17	4	4	4	4	16	5	4	4	4	17	5	5	5	5	5	25
35	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	4	4	5	4	4	21
36	4	4	4	5	17	4	4	4	4	16	5	4	4	4	17	5	5	5	5	5	25
37	4	4	4	5	17	3	3	4	3	13	5	4	4	4	17	5	5	5	5	5	25
38	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
39	4	4	4	5	17	4	4	4	4	16	5	4	4	4	17	5	5	5	5	5	25
40	4	4	4	5	17	5	5	4	5	19	5	4	4	4	17	4	5	5	4	5	23
41	5	4	4	5	18	4	4	5	4	17	5	4	4	4	17	4	4	4	4	4	20
42	5	5	4	4	18	4	4	4	4	16	4	5	4	4	17	4	5	5	5	4	23
43	4	4	4	5	17	4	4	4	4	16	5	4	4	4	17	4	4	5	4	5	22
44	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20	4	4	5	5	5	23
45	4	4	4	5	17	2	3	3	2	10	5	4	4	4	17	5	5	4	4	5	23
46	5	4	4	4	17	4	4	4	4	16	4	4	4	4	16	4	5	4	5	5	23
47	4	4	3	4	15	5	5	5	5	20	4	4	3	3	14	5	3	4	5	3	20

No. Res	X1.1	X1.2	X1.3	X1.4	X1 Total	X2.1	X2.2	X2.3	X2.4	X2 Total	X3.1	X3.2	X3.3	X3.4	X3 Total	Y.1	Y.2	Y.3	Y.4	Y.5	Total Y
48	5	4	4	4	17	4	4	4	4	16	4	4	4	4	16	4	4	4	4	4	20
49	5	4	4	4	17	4	4	4	4	16	4	4	4	4	16	4	4	4	5	5	22
50	4	4	4	5	17	4	4	4	4	16	5	4	4	4	17	5	5	4	5	4	23
51	5	4	5	4	18	4	4	4	4	16	4	4	5	5	18	4	5	4	4	4	21
52	4	4	4	4	16	5	5	5	5	20	4	4	4	4	16	4	4	4	5	4	21
53	5	4	4	5	18	4	4	4	4	16	5	4	4	4	17	4	4	4	4	4	20
54	5	5	4	4	18	4	5	5	4	18	4	5	4	4	17	4	4	4	4	5	21
55	4	4	4	4	16	4	4	4	4	16	4	4	4	4	16	5	4	5	5	4	23
56	4	4	3	4	15	5	5	5	5	20	4	4	3	3	14	5	4	5	5	5	24
57	5	4	4	5	18	4	4	4	4	16	5	4	4	4	17	4	4	4	4	4	20
58	5	4	4	5	18	5	5	5	5	20	5	4	4	4	17	4	4	5	5	5	23
59	4	5	4	5	18	4	4	4	4	16	5	5	4	4	18	5	5	5	5	5	25
60	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20	4	4	5	5	5	23
61	5	5	5	5	20	4	4	4	4	16	5	5	5	5	20	4	4	4	5	5	22
62	4	4	4	5	17	4	3	4	4	15	5	4	4	4	17	4	5	4	5	5	23
63	4	4	5	4	17	3	3	3	3	12	4	4	5	5	18	5	4	4	4	4	21
64	4	4	4	4	16	5	4	5	5	19	4	4	4	4	16	4	4	5	4	5	22
65	5	5	5	5	20	4	5	3	4	16	5	5	5	5	20	5	4	4	5	5	23
66	5	5	5	4	19	3	4	4	3	14	4	5	5	5	19	4	4	4	4	5	21

Lampiran 8 Hasil Analisis Identitas Responden Jenis Kelamin

**Frequencies**

**Notes**

Output Created		14-Jun-2024 21:49:29
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\BARU_2\Data Identitas Responden - Copy.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=J_K /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

**Statistics**

Jenis Kelamin

N	Valid	66
	Missing	0

### Jenis Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-laki	40	60.6	60.6	60.6
	Perempuan	26	39.4	39.4	100.0
	Total	66	100.0	100.0	



Lampiran 9 Hasil Analisis Identitas Responden Berdasarkan Usia

**Frequencies**

**Notes**

Output Created		14-Jun-2024 21:51:21
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\BARU_2\Data Identitas Responden - Copy.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Usia /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

**Statistics**

Usia

N	Valid	66
	Missing	0

**Usia**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	30 s/d 35	26	39.4	39.4	39.4
	36 s/d 40	6	9.1	9.1	48.5
	41 s/d 45	9	13.6	13.6	62.1
	46 s/d 50	8	12.1	12.1	74.2
	51 s/d 55	10	15.2	15.2	89.4
	56 s/d 60	7	10.6	10.6	100.0
	Total	66	100.0	100.0	

Lampiran 10 Hasil Analisis Identitas Responden Berdasarkan Tingkat Pendidikan

**Frequencies**

**Notes**

Output Created		14-Jun-2024 21:52:04
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\BARU_2\Data Identitas Responden - Copy.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=T_K /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

**Statistics**

Tingkat pendidikan

N	Valid	66
	Missing	0

**Tingkat pendidikan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SMP	2	3.0	3.0	3.0
	SMA	6	9.1	9.1	12.1
	D-III	6	9.1	9.1	21.2
	S1	42	63.6	63.6	84.8
	S2	10	15.2	15.2	100.0
	Total	66	100.0	100.0	

Lampiran 11 Hasil Analisis Identitas Responden Berdasarkan Golongan/Ruangan

**Frequencies**

**Notes**

Output Created		14-Jun-2024 21:59:33
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\BARU_2\Data Identitas Responden - Copy.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=G_R /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

**Statistics**

Golongan/Ruangan

N	Valid	66
	Missing	0

**Golongan/Ruangan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	II/a	1	1.5	1.5	1.5
	II/b	1	1.5	1.5	3.0
	II/c	1	1.5	1.5	4.5
	II/d	3	4.5	4.5	9.1
	III/c	2	3.0	3.0	12.1
	III/d	22	33.3	33.3	45.5
	IV/a	7	10.6	10.6	56.1
	IV/b	2	3.0	3.0	59.1
	PTTB	27	40.9	40.9	100.0
	Total	66	100.0	100.0	

Lampiran 12 Hasil Analisis Identitas Responden Berdasarkan Jabatan

**Frequencies**

**Notes**

Output Created		14-Jun-2024 21:59:55
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\BARU_2\Data Identitas Responden - Copy.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Jabatan /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

**Statistics**

Jabatan

N	Valid	66
	Missing	0

**Jabatan**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	kepala dinas	1	1.5	1.5	1.5
	sekretaris	1	1.5	1.5	3.0
	kabid	4	6.1	6.1	9.1
	adytama kepariwisataan dan ekonomi kreatif	9	13.6	13.6	22.7
	analisis kebijakan ahli muda	6	9.1	9.1	31.8
	anaisis keuangan pusat dan daerah ahli muda	1	1.5	1.5	33.3
	pengelola program dan kegiatan	1	1.5	1.5	34.8
	pengolah data	3	4.5	4.5	39.4
	kepada sub. bagian pengelola gor segiri	1	1.5	1.5	40.9
	kepala upt peneglola gor segiri	1	1.5	1.5	42.4
	pengelola sarana dan prasarana kantor	2	3.0	3.0	45.5
	pengelola keuangan	1	1.5	1.5	47.0
	kusubbag tu upt pengelola gor segiri	1	1.5	1.5	48.5
	pengadministrasi umum	29	43.9	43.9	92.4
	pegawai kepariwisataan	1	1.5	1.5	93.9
	pengadministrasi keuangan	2	3.0	3.0	97.0
	pengadministrasi sarana dan prasarana	1	1.5	1.5	98.5
	pengabdian data penyajian dan publikasi	1	1.5	1.5	100.0
	Total	66	100.0	100.0	



Lampiran 13 Hasil Analisis X1.1

**Frequencies**

Notes	
Output Created	07-Jul-2024 08:46:15
Comments	
Input	Data C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset DataSet1
	Filter <none>
	Weight <none>
	Split File <none>
	N of Rows in Working Data File 66
Missing Value Handling	Definition of Missing User-defined missing values are treated as missing.
	Cases Used Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=X1.1 /ORDER=ANALYSIS.
Resources	Processor Time 00:00:00.000
	Elapsed Time 00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

**Statistics**

X1.1

N	Valid	66
	Missing	0

**X1.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	39	59.1	59.1	59.1
Sangat Setuju	27	40.9	40.9	100.0
Total	66	100.0	100.0	

Lampiran 14 Hasil Analisis X1.2

**Frequencies**

Notes		
Output Created		07-Jul-2024 08:47:56
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X1.2 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

**Statistics**

X1.2

N	Valid	66
	Missing	0

**X1.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	42	63.6	63.6	63.6
Sangat Setuju	24	36.4	36.4	100.0
Total	66	100.0	100.0	

Lampiran 15 Hasil Analisis X1.3

**Frequencies**

Notes		
Output Created		07-Jul-2024 08:48:51
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X1.3 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

**Statistics**

X1.3

N	Valid	66
	Missing	0

**X1.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	2	3.0	3.0	3.0
	Setuju	41	62.1	62.1	65.2
	Sangat Setuju	23	34.8	34.8	100.0
	Total	66	100.0	100.0	

Lampiran 16 Hasil Analisis X1.4

**Frequencies**

Notes		
Output Created		07-Jul-2024 08:49:07
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X1.4 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

**Statistics**

X1.4

N	Valid	66
	Missing	0

**X1.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Setuju	33	50.0	50.0	50.0
	Sangat Setuju	33	50.0	50.0	100.0
	Total	66	100.0	100.0	



Lampiran 17 Hasil Analisis X2.1

**Frequencies**

Notes	
Output Created	07-Jul-2024 08:50:08
Comments	
Input	Data C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset DataSet1
	Filter <none>
	Weight <none>
	Split File <none>
	N of Rows in Working Data File 66
Missing Value Handling	Definition of Missing User-defined missing values are treated as missing.
	Cases Used Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=X2.1 /ORDER=ANALYSIS.
Resources	Processor Time 00:00:00.000
	Elapsed Time 00:00:00.002

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

**Statistics**

X2.1

N	Valid	66
	Missing	0

**X2.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	2	3.0	3.0	3.0
Netral	8	12.1	12.1	15.2
Setuju	41	62.1	62.1	77.3
Sangat Setuju	15	22.7	22.7	100.0
Total	66	100.0	100.0	

Lampiran 18 Hasil Analisis X2.2

**Frequencies**

Notes	
Output Created	07-Jul-2024 08:50:23
Comments	
Input	Data C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset DataSet1
	Filter <none>
	Weight <none>
	Split File <none>
	N of Rows in Working Data File 66
Missing Value Handling	Definition of Missing User-defined missing values are treated as missing.
	Cases Used Statistics are based on all cases with valid data.
Syntax	FREQUENCIES VARIABLES=X2.2 /ORDER=ANALYSIS.
Resources	Processor Time 00:00:00.000
	Elapsed Time 00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

**Statistics**

X2.2

N	Valid	66
	Missing	0

**X2.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	1.5	1.5	1.5
Netral	8	12.1	12.1	13.6
Setuju	40	60.6	60.6	74.2
Sangat Tidak Setuju	17	25.8	25.8	100.0
Total	66	100.0	100.0	

## Frequencies

Notes		
Output Created		07-Jul-2024 08:50:34
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X2.3 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

### Statistics

X2.3

N	Valid	66
	Missing	0

**X2.3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Netral	8	12.1	12.1	12.1
	Setuju	37	56.1	56.1	68.2
	Sangat Setuju	21	31.8	31.8	100.0
	Total	66	100.0	100.0	

## Frequencies

Notes		
Output Created		07-Jul-2024 08:50:47
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X2.4 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

### Statistics

X2.4

N	Valid	66
	Missing	0

**X2.4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	2	3.0	3.0	3.0
	Netral	8	12.1	12.1	15.2
	Setuju	41	62.1	62.1	77.3
	Sangat Setuju	15	22.7	22.7	100.0
	Total	66	100.0	100.0	



Lampiran 21 Hasil Analisis X3.1

**Frequencies**

Notes		
Output Created		07-Jul-2024 08:54:58
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X3.1 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.007

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav

**Statistics**

X3.1

N	Valid	66
	Missing	0

**X3.1**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	33	50.0	50.0	50.0
Sangat Setuju	33	50.0	50.0	100.0
Total	66	100.0	100.0	

## Frequencies

		Notes
Output Created		07-Jul-2024 08:55:11
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X3.2 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

### Statistics

X3.2

N	Valid	66
	Missing	0

**X3.2**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	42	63.6	63.6	63.6
Sangat Setuju	24	36.4	36.4	100.0
Total	66	100.0	100.0	

## Frequencies

Notes		
Output Created		07-Jul-2024 08:55:24
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X3.3 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav

### Statistics

X3.3

N	Valid	66
	Missing	0

**X3.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid    Netral	2	3.0	3.0	3.0
Setuju	41	62.1	62.1	65.2
Sangat Setuju	23	34.8	34.8	100.0
Total	66	100.0	100.0	

Lampiran 24 Hasil Analisis X3.4

**Frequencies**

**Notes**

Output Created		07-Jul-2024 08:55:40
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=X3.4 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav

**Statistics**

X3.4

N	Valid	66
	Missing	0

**X3.4**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	33	50.0	50.0	50.0
Sangat Setuju	33	50.0	50.0	100.0
Total	66	100.0	100.0	



## Frequencies

Notes		
Output Created		07-Jul-2024 08:58:15
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y.1 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav

### Statistics

Y.1

N	Valid	66
	Missing	0

## Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	42	63.6	63.6	63.6
Sangat Setuju	24	36.4	36.4	100.0
Total	66	100.0	100.0	

## Frequencies

Notes		
Output Created		07-Jul-2024 08:58:27
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y.2 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.002

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav

### Statistics

Y.2

N	Valid	66
	Missing	0

Y.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	1	1.5	1.5	1.5
	Netral	1	1.5	1.5	3.0
	Setuju	43	65.2	65.2	68.2
	Sangat Setuju	21	31.8	31.8	100.0
	Total	66	100.0	100.0	

## Frequencies

		Notes
Output Created		07-Jul-2024 08:58:40
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y.3 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.003

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav

### Statistics

Y.3

N	Valid	66
	Missing	0

**Y.3**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	1.5	1.5	1.5
Setuju	37	56.1	56.1	57.6
Sangat Setuju	28	42.4	42.4	100.0
Total	66	100.0	100.0	

## Frequencies

		Notes
Output Created		07-Jul-2024 08:58:51
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y.4 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

### Statistics

Y.4

N	Valid	66
	Missing	0

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Setuju	34	51.5	51.5	51.5
Sangat Setuju	32	48.5	48.5	100.0
Total	66	100.0	100.0	



## Frequencies

Notes		
Output Created		07-Jul-2024 08:59:03
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Jawaban Terbaru Pika.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data.
Syntax		FREQUENCIES VARIABLES=Y.5 /ORDER=ANALYSIS.
Resources	Processor Time	00:00:00.031
	Elapsed Time	00:00:00.001

[DataSet1] C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\PAKE INI\Hasil Uji\Uji Ja  
waban Terbaru Pika.sav

### Statistics

Y.5

N	Valid	66
	Missing	0

## Y.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	1	1.5	1.5	1.5
Netral	1	1.5	1.5	3.0
Setuju	28	42.4	42.4	45.5
Sangat Tidak Setuju	36	54.5	54.5	100.0
Total	66	100.0	100.0	

Lampiran 30 Hasil Uji Validitas Variabel Kompensasi (X1)

**Correlations**

**Notes**

Output Created	11-Jun-2024 00:07:16	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.014

**Correlations**

		X1.1	X1.2	X1.3	X1.4	X1.TOTAL
X1.1	Pearson Correlation	1	.396**	.375**	.092	.681**
	Sig. (2-tailed)		.001	.002	.460	.000
	N	66	66	66	66	66
X1.2	Pearson Correlation	.396**	1	.500**	.189	.760**
	Sig. (2-tailed)	.001		.000	.129	.000
	N	66	66	66	66	66
X1.3	Pearson Correlation	.375**	.500**	1	.144	.753**
	Sig. (2-tailed)	.002	.000		.249	.000
	N	66	66	66	66	66

X1.4	Pearson Correlation	.092	.189	.144	1	.524**
	Sig. (2-tailed)	.460	.129	.249		.000
	N	66	66	66	66	66
X1.TOTAL	Pearson Correlation	.681**	.760**	.753**	.524**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	66	66	66	66	66

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

Lampiran 31 Hasil Uji Validitas Variabel Kepuasan Kerja (X2)

**Correlations**

Notes		
Output Created		02-Jul-2024 15:01:48
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\YANG BARU_ Variabel kepuasan kerja di ganti\DATA KUESIONER_TERBARU.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax		CORRELATIONS  /VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.TOTAL  /PRINT=TWOTAIL NOSIG  /MISSING=PAIRWISE.
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.005

Lampiran 32 Hasil Uji Validitas Variabel Budaya Organisasi (X3)

**Correlations**

**Notes**

Output Created	11-Jun-2024 00:07:50	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=X3.1 X3.2 X3.3 X3.4 X3.TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.011

**Correlations**

		X3.1	X3.2	X3.3	X3.4	X3.TOTAL
X3.1	Pearson Correlation	1	.189	.144	.144	.485**
	Sig. (2-tailed)		.129	.249	.249	.000
	N	66	66	66	66	66
X3.2	Pearson Correlation	.189	1	.500**	.500**	.721**
	Sig. (2-tailed)	.129		.000	.000	.000
	N	66	66	66	66	66
X3.3	Pearson Correlation	.144	.500**	1	1.000**	.893**

	Sig. (2-tailed)	.249	.000		.000	.000
	N	66	66	66	66	66
X3.4	Pearson Correlation	.144	.500**	1.000**	1	.893**
	Sig. (2-tailed)	.249	.000	.000		.000
	N	66	66	66	66	66
X3.TOTAL	Pearson Correlation	.485**	.721**	.893**	.893**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	66	66	66	66	66

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

Lampiran 33 Hasil Uji Validitas Variabel Kinerja Pegawai (Y)

**Correlations**

**Notes**

Output Created	11-Jun-2024 00:08:09	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each pair of variables are based on all the cases with valid data for that pair.
Syntax	CORRELATIONS /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 Y.TOTAL /PRINT=TWOTAIL NOSIG /MISSING=PAIRWISE.	
Resources	Processor Time	00:00:00.016
	Elapsed Time	00:00:00.011

**Correlations**

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.TOTAL
Y.1	Pearson Correlation	1	.360**	.249*	.401**	.155	.605**
	Sig. (2-tailed)		.003	.043	.001	.214	.000
	N	66	66	66	66	66	66
Y.2	Pearson Correlation	.360**	1	.509**	.283*	.440**	.777**
	Sig. (2-tailed)	.003		.000	.021	.000	.000
	N	66	66	66	66	66	66
Y.3	Pearson Correlation	.249*	.509**	1	.179	.303*	.677**
	Sig. (2-tailed)	.043	.000		.150	.013	.000
	N	66	66	66	66	66	66



Y.4	Pearson Correlation	.401**	.283*	.179	1	.348**	.630**
	Sig. (2-tailed)	.001	.021	.150		.004	.000
	N	66	66	66	66	66	66
Y.5	Pearson Correlation	.155	.440**	.303*	.348**	1	.691**
	Sig. (2-tailed)	.214	.000	.013	.004		.000
	N	66	66	66	66	66	66
Y.TOTAL	Pearson Correlation	.605**	.777**	.677**	.630**	.691**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	66	66	66	66	66	66

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

\* . Correlation is significant at the 0.05 level (2-tailed).

Lampiran 34 Hasil Uji Reliabilitas Variabel Kompensasi (X1)

**Reliability**

**Notes**

Output Created		11-Jun-2024 00:08:31
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X1.1 X1.2 X1.3 X1.4 /SCALE('X1') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.007

**Scale: X1**

**Case Processing Summary**

		N	%
Cases	Valid	66	100.0
	Excluded <sup>a</sup>	0	.0
	Total	66	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.611	4

Lampiran 35 Hasil Uji Reliabilitas Variabel Kepuasan Kerja (X2)

**Reliability**

		Notes	
Output Created			02-Jul-2024 15:02:10
Comments			
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\YANG BARU_Variabel kepuasan kerja di ganti\DATA KUESIONER_TERBARU.sav	
	Active Dataset	DataSet1	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		66
	Matrix Input		
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
Syntax		RELIABILITY /VARIABLES=X2.1 X2.2 X2.3 X2.4 /SCALE('X2') ALL /MODEL=ALPHA.	
Resources	Processor Time		00:00:00.000
	Elapsed Time		00:00:00.000

**Scale: X2**

**Case Processing Summary**

		N	%
Cases	Valid	66	100.0
	Excluded <sup>a</sup>	0	.0
	Total	66	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.953	4

Lampiran 36 Hasil Uji Reliabilitas Variabel Budaya Organisasi (X3)

**Reliability**

**Notes**

Output Created		11-Jun-2024 00:09:13
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=X3.1 X3.2 X3.3 X3.4 /SCALE('X3') ALL /MODEL=ALPHA.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.004

**Scale: X3**

**Case Processing Summary**

		N	%
Cases	Valid	66	100.0
	Excluded <sup>a</sup>	0	.0
	Total	66	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.743	4

Lampiran 37 Hasil Uji Reliabilitas Variabel Kinerja Pegawai (Y)

**Reliability**

**Notes**

Output Created	11-Jun-2024 00:09:32	
Comments		
Input	Active Dataset	DataSet0
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
	Matrix Input	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax	RELIABILITY /VARIABLES=Y.1 Y.2 Y.3 Y.4 Y.5 /SCALE(Y) ALL /MODEL=ALPHA.	
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.005

**Scale: Y**

**Case Processing Summary**

		N	%
Cases	Valid	66	100.0
	Excluded <sup>a</sup>	0	.0
	Total	66	100.0

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



### Reliability Statistics

Cronbach's Alpha	N of Items
.704	5

Lampiran 38 Hasil Uji Normalitas Kolmogorov\_Smirnov

**NPar Tests**

Notes		
Output Created		02-Jul-2024 15:05:37
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\YANG BARU_ Variabel kepuasan kerja di ganti\DATA KUESIONER_TERBARU.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPAR TESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time <sup>a</sup>	00:00:00.000
	Elapsed Time	00:00:00.000
	Number of Cases Allowed	196608

a. Based on availability of workspace memory.

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		66
Normal Parameters <sup>a</sup>	Mean	.0000000
	Std. Deviation	1.75829712
Most Extreme Differences	Absolute	.099
	Positive	.082
	Negative	-.099
Kolmogorov-Smirnov Z		.805
Asymp. Sig. (2-tailed)		.537
a. Test distribution is Normal.		

## Regression

### Notes

Output Created		02-Jul-2024 15:08:47
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\YANG BARU_ Variabel kepuasan kerja di ganti\DATA KUESIONER_TERBARU.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS BCOV COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y.TOTAL /METHOD=ENTER X1.TOTAL X2.TOTAL X3.TOTAL.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.000
	Memory Required	2324 bytes
	Additional Memory Required for Residual Plots	0 bytes

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
-------	-------------------	-------------------	--------

1	X3.TOTAL, X2.TOTAL, X1.TOTAL <sup>a</sup>		. Enter
---	---	--	---------

a. All requested variables entered.

b. Dependent Variable: Y.TOTAL

#### Coefficients<sup>a</sup>

Model		Collinearity Statistics	
		Tolerance	VIF
1	X1.TOTAL	.209	4.778
	X2.TOTAL	.989	1.011
	X3.TOTAL	.208	4.800

a. Dependent Variable: Y.TOTAL

#### Coefficient Correlations<sup>a</sup>

Model			X3.TOTAL	X2.TOTAL	X1.TOTAL
1	Correlations	X3.TOTAL	1.000	.099	-.889
		X2.TOTAL	.099	1.000	-.073
		X1.TOTAL	-.889	-.073	1.000
1	Covariances	X3.TOTAL	.112	.003	-.106
		X2.TOTAL	.003	.008	-.002
		X1.TOTAL	-.106	-.002	.127

a. Dependent Variable: Y.TOTAL

#### Collinearity Diagnostics<sup>a</sup>

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1.TOTAL	X2.TOTAL	X3.TOTAL
1	1	3.976	1.000	.00	.00	.00	.00
	2	.020	14.036	.00	.01	.80	.01
	3	.003	34.580	.99	.04	.20	.06
	4	.001	75.746	.01	.96	.01	.93

a. Dependent Variable: Y.TOTAL

## Regression

### Notes

Output Created		02-Jul-2024 15:07:19
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS AN\YANG BARU_ Variabel kepuasan kerja di ganti\DATA KUESIONER_TERBARU.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT abresid /METHOD=ENTER X1.TOTAL X2.TOTAL X3.TOTAL.
Resources	Processor Time	00:00:00.000
	Elapsed Time	00:00:00.015
	Memory Required	2324 bytes
	Additional Memory Required for Residual Plots	0 bytes

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method

1	X3.TOTAL, X2.TOTAL, X1.TOTAL <sup>a</sup>		. Enter
---	---	--	---------

- a. All requested variables entered.
- b. Dependent Variable: abresid

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.149 <sup>a</sup>	.022	-.025	1.02966

- a. Predictors: (Constant), X3.TOTAL, X2.TOTAL, X1.TOTAL

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.488	3	.496	.468	.706 <sup>a</sup>
	Residual	65.732	62	1.060		
	Total	67.220	65			

- a. Predictors: (Constant), X3.TOTAL, X2.TOTAL, X1.TOTAL
- b. Dependent Variable: abresid

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.939	1.893		1.025	.310
	X1.TOTAL	-.224	.204	-.302	-1.101	.275
	X2.TOTAL	.024	.051	.058	.463	.645
	X3.TOTAL	.172	.192	.247	.898	.373

- a. Dependent Variable: abresid

Lampiran 41 Hasil Uji Regresi Linear Berganda

**Regression**

**Notes**

Output Created		02-Jul-2024 15:11:12
Comments		
Input	Data	C:\Users\PC\Documents\SKRIPSI PIKA\PER SPSS ANIYANG BARU_ Variabel kepuasan kerja di ganti\DATA KUESIONER_TERBARU.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	66
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Correlation coefficients for each pair of variables are based on all the cases with valid data for that pair. Regression statistics are based on these correlations.



Syntax	<pre> REGRESSION   /DESCRIPTIVES MEAN STDDEV CORR   SIG N   /MISSING PAIRWISE   /STATISTICS COEFF OUTS R ANOVA   COLLIN TOL   /CRITERIA=PIN(.05) POUT(.10)   /NOORIGIN   /DEPENDENT Y.TOTAL   /METHOD=ENTER X1.TOTAL X2.TOTAL   X3.TOTAL   /SCATTERPLOT=(*ZRESID ,*ZPRED) (*SRESID ,*ZPRED)   /RESIDUALS NORM(ZRESID)   /CASEWISE PLOT(ZRESID) OUTLIERS(3)   /SAVE PRED ZPRED ADJPRED MAHAL   COOK LEVER ZRESID DRESID SDRESID   SDBETA SDFIT. </pre>	
Resources	<p>Processor Time</p> <p>Elapsed Time</p> <p>Memory Required</p> <p>Additional Memory Required for Residual Plots</p>	<p>00:00:00.235</p> <p>00:00:00.429</p> <p>2428 bytes</p> <p>808 bytes</p>
Variables Created or Modified	<p>PRE_1</p> <p>DRE_1</p> <p>ADJ_1</p> <p>ZPR_1</p> <p>ZRE_1</p> <p>SDR_1</p> <p>MAH_1</p> <p>COO_1</p> <p>LEV_1</p> <p>SDF_1</p> <p>SDB0_1</p> <p>SDB1_1</p> <p>SDB2_1</p> <p>SDB3_1</p>	<p>Unstandardized Predicted Value</p> <p>Deleted Residual</p> <p>Adjusted Predicted Value</p> <p>Standardized Predicted Value</p> <p>Standardized Residual</p> <p>Studentized Deleted Residual</p> <p>Mahalanobis Distance</p> <p>Cook's Distance</p> <p>Centered Leverage Value</p> <p>Standardized DFFIT</p> <p>Standardized DFBETA for (Constant)</p> <p>Standardized DFBETA for X1.TOTAL</p> <p>Standardized DFBETA for X2.TOTAL</p> <p>Standardized DFBETA for X3.TOTAL</p>

**Descriptive Statistics**

	Mean	Std. Deviation	N
Y.TOTAL	22.02	1.869	66
X1.TOTAL	17.59	1.370	66
X2.TOTAL	16.39	2.505	66
X3.TOTAL	17.68	1.459	66

**Correlations**

		Y.TOTAL	X1.TOTAL	X2.TOTAL	X3.TOTAL
Pearson Correlation	Y.TOTAL	1.000	.027	.015	.177
	X1.TOTAL	.027	1.000	-.033	.889
	X2.TOTAL	.015	-.033	1.000	-.075
	X3.TOTAL	.177	.889	-.075	1.000
Sig. (1-tailed)	Y.TOTAL	.	.416	.452	.078
	X1.TOTAL	.416	.	.396	.000
	X2.TOTAL	.452	.396	.	.276
	X3.TOTAL	.078	.000	.276	.
N	Y.TOTAL	66	66	66	66
	X1.TOTAL	66	66	66	66
	X2.TOTAL	66	66	66	66
	X3.TOTAL	66	66	66	66

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	X3.TOTAL, X2.TOTAL, X1.TOTAL <sup>a</sup>		. Enter

a. All requested variables entered.

b. Dependent Variable: Y.TOTAL

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.339 <sup>a</sup>	.115	.072	1.800

a. Predictors: (Constant), X3.TOTAL, X2.TOTAL, X1.TOTAL

b. Dependent Variable: Y.TOTAL

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.030	3	8.677	2.677	.055 <sup>a</sup>
	Residual	200.955	62	3.241		
	Total	226.985	65			

a. Predictors: (Constant), X3.TOTAL, X2.TOTAL, X1.TOTAL

b. Dependent Variable: Y.TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	19.754	3.309		5.970	.000		
	X1.TOTAL	-.857	.356	-.628	-2.406	.019	.209	4.778
	X2.TOTAL	.037	.090	.050	.412	.682	.989	1.011
	X3.TOTAL	.946	.335	.739	2.822	.006	.208	4.800

a. Dependent Variable: Y.TOTAL

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimensi on	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	X1.TOTAL	X2.TOTAL	X3.TOTAL
1	1	3.976	1.000	.00	.00	.00	.00
	2	.020	14.036	.00	.01	.80	.01
	3	.003	34.580	.99	.04	.20	.06
	4	.001	75.746	.01	.96	.01	.93

a. Dependent Variable: Y.TOTAL

**Casewise Diagnostics<sup>a</sup>**

Case Number	Std. Residual	Y.TOTAL	Predicted Value	Residual
31	-3.206	16	21.77	-5.773

a. Dependent Variable: Y.TOTAL

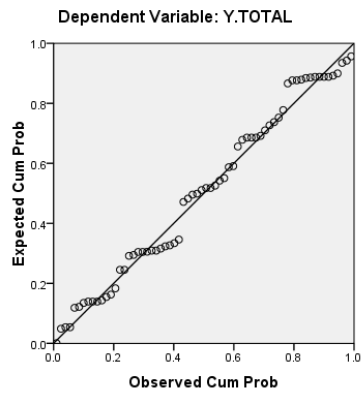
**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	20.86	22.99	22.02	.633	66
Std. Predicted Value	-1.830	1.535	.000	1.000	66
Standard Error of Predicted Value	.235	.713	.432	.100	66
Adjusted Predicted Value	20.71	23.05	22.01	.645	66
Residual	-5.773	3.079	.000	1.758	66
Std. Residual	-3.206	1.711	.000	.977	66
Stud. Residual	-3.269	1.770	.002	1.005	66
Deleted Residual	-5.999	3.298	.008	1.864	66
Stud. Deleted Residual	-3.564	1.802	-.001	1.026	66
Mahal. Distance	.125	9.224	2.955	1.786	66
Cook's Distance	.000	.105	.015	.021	66
Centered Leverage Value	.002	.142	.045	.027	66

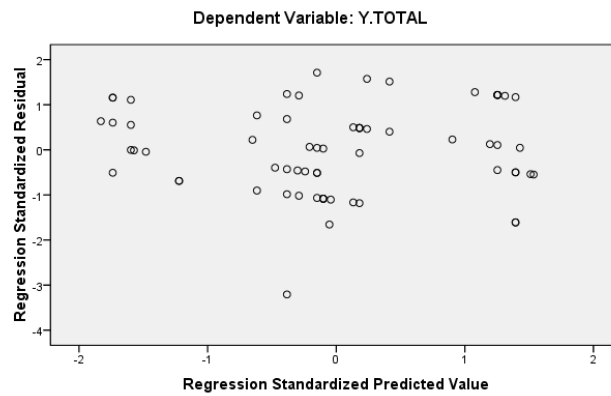
a. Dependent Variable: Y.TOTAL

# Charts

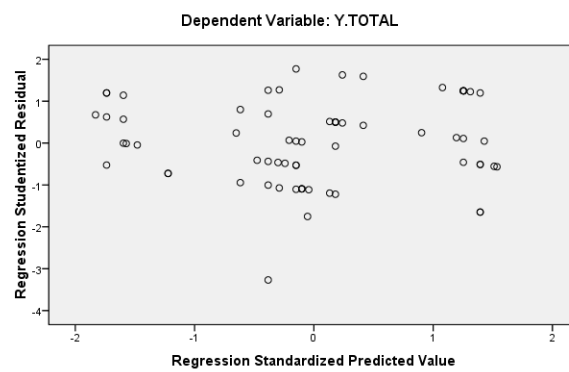
Normal P-P Plot of Regression Standardized Residual



Scatterplot



Scatterplot



## Lampiran 42 Dokumentasi Perbaikan Seminar Hasil

*Bismillahirrohmanirrohim.*


Puji syukur yang teramat dalam saya haturkan ke hadirat Tuhan Yang Maha Segala, atas percikan kasih, hidayat dan taufiq-Nya sehingga Skripsi dengan judul "Pengaruh Kompensasi, Kepuasan Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Dinas Pemuda Olahraga dan Pariwisata Kota Samarinda". Ini dapat terselesaikan pada waktu yang telah direncanakan.

Teriring doa shalawat semoga senantiasa melimpah ke haribaan Muhammad SAW., Rasul akhir zaman, penutup para Nabi yang membawa kesempurnaan ajaran Tauhid dan keutamaan budi pekerti. Dan semoga tumpahan doa shalawat menetes kepada segenap keluarga dan sahabatnya, para syuhada, para mushonnifin, para ulama dan seluruh umatnya yang dengan tulus ikhlas mencintai dan menjunjung sunnahnya.

Selama proses penyusunan skripsi ini, banyak pihak yang telah memberikan bantuan dan dukungan kepada saya. Sebagai ungkapan syukur, dalam kesempatan ini saya ingin mengucapkan terima kasih kepada:

1. Bapak Dr. Muhammad Musiyam, M.T, selaku Rektor Universitas Muhammadiyah Kalimantan Timur.
2. Kepala Sub Bagian Umum dan Kepegawaian dan jajarannya kami ucapkan banyak terima kasih telah memberikan ijin penelitian di Kantor Kecamatan Samarinda Utara.
3. Bapak Prof. M. Farid Wajdi, M.M., Ph.D., selaku Dekan Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Kalimantan Timur.
4. Bapak Prof. Ihwan Susila, S.E., M.Si., Ph.D., selaku Ketua Program Studi.
5. Dr. M. M. Harry R., S.Pi., M.M., selaku dosen pembimbing dan selaku dosen penguji II yang telah banyak membantu dalam penyelesaian penyusunan skripsi ini.

Lampiran 3 Surat Izin Penelitian dari Yayasan Pendidikan Islam Al-Farooq Samarinda	37
Lampiran 4 Dokumentasi Obyek Penelitian	38
Lampiran 5 Hasil Uji Turnitin	39
Lampiran 6 Kartu Kendali Bimbingan	40
Lampiran 7 Rekapitulasi Identitas Responden	41
Lampiran 8 Rekapitulasi Jawaban Responden	42
Lampiran 9 Hasil Analisis Identitas Responden Berdasarkan Jenis Kelamin	43
Lampiran 10 Hasil Analisis Identitas Responden Berdasarkan Usia	45
Lampiran 11 Hasil Analisis Identitas Responden Berdasarkan Tingkat Pendidikan	47
Lampiran 12 Hasil Analisis Identitas Responden Berdasarkan Pangkat Golongan Ruang	49
Lampiran 13 Hasil Analisis Identitas Responden Berdasarkan Jabatan	51
Lampiran 14 Hasil Analisis X1.1	52
Lampiran 15 Hasil Analisis X1.2	53
Lampiran 16 Hasil Analisis X1.3	54
Lampiran 17 Hasil Analisis X1.4	55
Lampiran 18 Hasil Analisis X2.1	56
Lampiran 19 Hasil Analisis X2.2	57
Lampiran 20 Hasil Analisis X2.3	58
Lampiran 21 Hasil Analisis X2.4	59
Lampiran	
Lampiran 14 Hasil Uji Validitas Variabel Kompensasi	53
Lampiran 15 Hasil Uji Validitas Variabel Budaya Organisasi	55
Lampiran 16 Hasil Uji Validitas Variabel Kepuasan Kerja	57



**UMKT**  
ENGLISH LABORATORY  
UNIVERSITAS MUHAMMADIYAH  
Kalimantan Timur

Kampus 1 | Jl. Ir. H Juanda No.15 Samarinda  
Kampus 2 | Jl. Pelita, Pesona Mahakam, Samarinda  
Telp. | 0541-7448551 / Fax | 0541-746832  
Website | www.umkt.ac.id

### TEST OF ENGLISH PROFICIENCY (TEP)

(TOEFL PREDICTION)


No : 04680  
Name : AFIQAH NAFIZHAH  
Place/Date of Birth : ALABIO/SEP 02, 2002

Address : JL. PRAMUKA 3A  
Date of Test Taken : FEB 20, 2024  
Valid Until : FEB 21, 2026

Section I Listening Comprehension	Section II Structure & Written Expression	Section III Reading Comprehension	TOTAL SCORE
54	36	38	427

LEVEL OF PROFICIENCY	TEST SCORE	LEVEL OF PROFICIENCY
310 - 393	A1 (BREAKTHROUGH)	477 - 547
397 - 433	A2 (WAYSTAGE)	550 - 587
437 - 473	B1 (THRESHOLD)	590 - 677
		B2 (VANTAGE)
		C1 (PROFICIENCY)
		C2 (MASTERY)


Samarinda, February 21, 2024




**Sudaman, S.Pd., M.Ed**  
Head of English Laboratory

# Afiqah Nafizhah

by Manajemen Universitas Muhammadiyah Kalimantan Timur

  
18/2024  
Dr. M.M. Harry, R.S. Pi., M.M.  
NIDK. 8969540022

Submission date: 18-Jul-2024 02:48PM (UTC+0800)  
Submission ID: 2418593562  
File name: Afiqah\_Nafizhah\_2011102431020.pdf (770.48K)  
Word count: 7955  
Character count: 47967

  
19/2024  
Dr. M.M. Harry, R.S. Pi., M.M.  
NIDK. 8969540022

## Afiqah Nafizhah

ORIGINALITY REPORT

<b>29%</b>	<b>27%</b>	<b>18%</b>	<b>15%</b>
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

<b>1</b>	repository.stienobel-indonesia.ac.id Internet Source	<b>1%</b>
<b>2</b>	repository.uniba.ac.id Internet Source	<b>1%</b>





**UMKKT**  
Program Studi  
**Manajemen**

**Fakultas Ekonomi, Bisnis dan Politik**

Telp. 0541-748511 Fax.0541-766832

Website <http://manajemen.umkt.ac.id>

email: [manajemen@umkt.ac.id](mailto:manajemen@umkt.ac.id)



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

**LEMBAR SARAN DAN PERBAIKAN SEMINAR HASIL SKRIPSI**

Nama: Afiqah Nafizhah

NIM: 2011102431020

**Judul: Pengaruh Kompensasi, Kepuasan Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Dinas Pemuda, Olahraga Dan Pariwisata Kota Samarinda**

1) Intisari/Abstract

2) I/Pendahuluan

3) II/Metode Penelitian

4) III/Hasil Analisis dan Pembahasan

Perbaikan Perhitungan hasil presentase kuesioner

5) Saran dan Perbaikan Lain

Perbaikan bagian kesimpulan, karena kurang satv.

Penguji,

(Dr. Joko Sabtohadhi, S.E., M.M.)

NIDK. 1119079002

Kampus 1 : Jl. Ir. H Juanda, No.15, Samarinda  
Kampus 2 : Jl. Pelita, Pesona Mahakam, Samarinda



**UMKT**  
Program Studi  
Manajemen

Fakultas Ekonomi, Bisnis dan Politik

Telp. 0541-748511 Fax 0541-766832

Website <http://manajemen.umkt.ac.id>

email. [manajemen@umkt.ac.id](mailto:manajemen@umkt.ac.id)



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

**LEMBAR SARAN DAN PERBAIKAN SEMINAR HASIL SKRIPSI**

Nama: Afiqah Nafizhah

NIM: 2011102431020

Judul: Pengaruh Kompensasi, Kepuasan Kerja Dan Budaya Organisasi Terhadap Kinerja Pegawai Dinas Pemuda, Olahraga Dan Pariwisata Kota Samarinda

1) Intisari/Abstract

2) I/Pendahuluan

3) II/Metode Penelitian

4) III/Hasil Analisis dan Pembahasan

5) Saran dan Perbaikan Lain

Ikuti revisi dari Pak Dr. Joko Sabtohadji, S.E., M.M

Penguji,

(Dr. M. M. Harry, R, S.Pi., M.M.)

NIDK. 8969540022