



**LAMPIRAN-LAMPIRAN**

## Lampiran 1. Daftar Riwayat Hidup

# ADINDA FIRDHAUZA



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### ABOUT ME

I'm a third year student at Pembangunan Jaya University majoring in Human Resource Management. I'm a hardworking and loves to explore new things. I can work as an individual or a team worker and easily adapt to new environment.

### WORKING EXPERIENCES

**Jun 2022 - Nov 2022**  
HR Administration at Setditjen PAUD Dasmen, Ministry of Education, Culture, Research, and Technology

**Jan 2022 - Apr 2022**  
Social Media Marketing Intern at Pembangunan Jaya University

**Dec 2021 - Feb 2022**  
Data Entry Administration Faculty of Humanities and Business at Pembangunan Jaya University

### EDUCATION

- SMA Negeri 47 Jakarta
- Pembangunan Jaya University Majoring in Human Resource Management

### ORGANIZATIONAL EXPERIENCES

**Jan 2022 - May 2022**  
Head of Public Relation Guest Star and Speaker Division at Pekan Raya Manajemen Event

**Jun 2021 - Dec 2021**  
Member of Public Relation at PRIMA (new student orientation) at Pembangunan Jaya University

**Aug 2021 - Dec 2021**

Assistant Professor of Business  
Research Methods at  
Pembangunan Jaya University

**Feb 2021 - Jun 2021**

Assistant Professor of  
Communication Business and  
Human Resource

**2020 Oct - Jan 2021**

Social Media Marketing Intern at  
Pembangunan Jaya University

**SKILLS**

- Fast Learner
- Communication
- Attention to Detail
- Initiative
- Time Management
- Problem Solving

**May 2021 - Jul 2021**

Head of Mentor at Latihan  
Kepemimpinan Manajemen  
Operasi Event

**Nov 2021**

Member of Event Division at  
Temu Keakraban Himpunan  
Manajemen Event

**Aug 2020 - Jul 2021**

Member of Interest and  
Talent Division of Himpunan  
Mahasiswa Manajemen at  
Pembangunan Jaya  
University

**Jun 2020 - Aug 2020**

Mentor at PRIMA (new  
student orientation) at  
Pembangunan Jaya  
University



## **Lampiran 2. Kuesioner Penelitian**

### **Bagian I – Identitas Responden**

Isilah jawaban yang sesuai dengan identitas diri Anda dan seluruh data yang terekam akan dijaga kerahasiannya dan tidak akan digunakan untuk hal lain di luar kebutuhan penelitian.

1. Nama Lengkap
2. Jenis Kelamin
  - Laki-laki
  - Perempuan
3. Usia
  - 21-22 tahun
  - 23-24 tahun
  - 25-26 tahun
4. Lama Bekerja
  - 6-12 bulan
  - 1-3 tahun
  - > 3 tahun

### **Bagian II – Kuesioner**

Pada bagian ini telah tersedia pernyataan beserta pilihan skala yang akan menginterpretasikan kesesuaian Anda dengan pernyataan tersebut

Tidak ada jawaban benar atau salah sehingga Anda dapat mengisi jawaban sesuai dengan keadaan sebenarnya dan sesuai dengan apa yang Anda rasakan.

Berikut keterangan dari setiap butir item skala yang disajikan:

**1 = Sangat Tidak Setuju (STS)**

**2 = Tidak Setuju (TS)**

**3 = Netral (N)**

**4 = Setuju (S)**

**5 = Sangat Setuju (SS)**

Dimohon dalam pengisian kuesioner ini diisi secara jujur sesuai dengan pendapat dan persepsi saudara/i responden.

| <b>Kompensasi (Compensation)</b> |                                      |  |                            |           |          |          |           |
|----------------------------------|--------------------------------------|--|----------------------------|-----------|----------|----------|-----------|
| <b>No.</b>                       | <b>Indikator</b><br>(Simamora, 2004) | <b>Pernyataan</b>  | <b>Tingkat Persetujuan</b> |           |          |          |           |
|                                  |                                      |  | <b>STS</b>                 | <b>TS</b> | <b>N</b> | <b>S</b> | <b>SS</b> |
| 1.                               | Upah/Gaji                            | Besarnya imbalan yang saya terima sepadan dengan hasil kerja yang saya berikan kepada perusahaan   |                            |           |          |          |           |
| 2.                               | Insentif                             | Insentif yang diberikan sepadan dengan produktivitas kerja yang dihasilkan   |                            |           |          |          |           |
|                                  |                                      | Perusahaan memberikan insentif non-finansial, seperti penghargaan dan pujian kepada karyawan apabila berprestasi   |                            |           |          |          |           |
| 3.                               | Tunjangan                            | Tunjangan hari raya dibayarkan tepat waktu oleh perusahaan   |                            |           |          |          |           |
|                                  |                                      | Tunjangan kesehatan yang diberikan sesuai dengan kebutuhan saya  |                            |           |          |          |           |
| 4.                               | Fasilitas                            | Perusahaan menyediakan fasilitas pelatihan dan pengembangan untuk karyawan seperti mengadakan <i>workshop</i>  |                            |           |          |          |           |
|                                  |                                      | Selama bekerja di perusahaan ini saya mendapatkan fasilitas Healthy Lifestyle seperti akses tempat gym di kantor, lapangan olahraga indoor/outdoor, dan sebagainya |                            |           |          |          |           |

| <b>Lingkungan Kerja (<i>Work Environment</i>)</b> |  |  |                            |           |          |          |           |
|---|--|--|----------------------------|-----------|----------|----------|-----------|
| <b>No.</b>  | <b>Indikator</b><br>(Nitisemito, 2019) | <b>Pernyataan</b>  | <b>Tingkat Persetujuan</b> |           |          |          |           |
|   |  |  | <b>STS</b>                 | <b>TS</b> | <b>N</b> | <b>S</b> | <b>SS</b> |
| 1.  | Hubungan antar rekan kerja             | Komunikasi antar karyawan di kantor berjalan dengan baik   |                            |           |          |          |           |
|   |  | Rekan kerja saya selalu membantu jika saya sedang menghadapi kesulitan dalam menyelesaikan pekerjaan         |                            |           |          |          |           |
| 2.  | Hubungan antara bawahan dengan atasan  | Seorang atasan/pimpinan seringkali menyapa karyawan dengan ramah   |                            |           |          |          |           |
|   |  | Seluruh karyawan dalam perusahaan ini mendapat perlakuan secara adil dari pimpinan/atasan                    |                            |           |          |          |           |
| 3.  | Suasana Kerja                          | Kondisi fisik tepat bekerja sesuai dengan yang dibutuhkan  |                            |           |          |          |           |
|   |  | Penataan ruang kerja yang diberikan perusahaan sudah termasuk dalam kategori suasana ruang kerja yang nyaman |                            |           |          |          |           |
| 4.  | Fasilitas Kerja                        | Kelengkapan peralatan/perlengkapan kerja yang disediakan kantor cukup untuk mendukung aktivitas kerja        |                            |           |          |          |           |

| <b>Loyalitas Kerja (<i>Work Loyalty</i>)</b> |                                    |   |                            |           |          |          |           |
|--|------------------------------------|---|----------------------------|-----------|----------|----------|-----------|
| <b>No.</b>                                   | <b>Indikator</b><br>(Saydam, 2008) | <b>Pernyataan</b>   | <b>Tingkat Persetujuan</b> |           |          |          |           |
|  |                                    |   | <b>STS</b>                 | <b>TS</b> | <b>N</b> | <b>S</b> | <b>SS</b> |
| 1.   | Kepatuhan                          | Saya selalu mematuhi setiap peraturan yang ada dikantor baik peraturan tentang kepegawaian maupun peraturan dalam pelayanan |                            |           |          |          |           |
|  |                                    | Saya bersedia tidak menyalahgunakan wewenang yang diberikan perusahaan  |                            |           |          |          |           |
| 2.   | Bertanggung jawab                  | Saya selalu bertanggung jawab atas semua pekerjaan saya dengan menyelesaikan pekerjaan secara tepat waktu dan benar         |                            |           |          |          |           |
|  |                                    | Saya dan sesama rekan kerja selalu bekerjasama dalam menyelesaikan pekerjaan baik di dalam maupun diluar kantor             |                            |           |          |          |           |
| 3.   | Pengabdian                         | Saya lebih mengutamakan kepentingan perusahaan dibandingkan dengan kepentingan pribadi                                      |                            |           |          |          |           |
| 4.   | Kejujuran                          | Setiap pekerjaan yang sudah menjadi tanggung jawab saya selalu terlaksanakan dengan senang hati                             |                            |           |          |          |           |



### Lampiran 3. Tabulasi Data Variabel

| Resp. | Kompensasi (X <sub>1</sub> ) |      |      |      |      |      |      | Total |
|-------|------------------------------|------|------|------|------|------|------|-------|
|       | X1.1                         | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 |       |
| 1     | 5                            | 4    | 4    | 4    | 4    | 4    | 4    | 29    |
| 2     | 5                            | 5    | 4    | 4    | 4    | 4    | 4    | 30    |
| 3     | 5                            | 5    | 5    | 4    | 5    | 5    | 5    | 34    |
| 4     | 4                            | 4    | 4    | 4    | 5    | 4    | 5    | 30    |
| 5     | 4                            | 4    | 4    | 4    | 5    | 4    | 4    | 29    |
| 6     | 5                            | 5    | 5    | 5    | 4    | 4    | 4    | 32    |
| 7     | 5                            | 5    | 5    | 5    | 5    | 4    | 5    | 34    |
| 8     | 4                            | 4    | 5    | 5    | 4    | 4    | 5    | 31    |
| 9     | 4                            | 5    | 4    | 5    | 5    | 5    | 5    | 33    |
| 10    | 5                            | 4    | 5    | 5    | 5    | 5    | 5    | 34    |
| 11    | 5                            | 4    | 5    | 5    | 4    | 5    | 5    | 33    |
| 12    | 4                            | 4    | 4    | 5    | 4    | 4    | 5    | 30    |
| 13    | 5                            | 5    | 5    | 5    | 4    | 5    | 5    | 34    |
| 14    | 4                            | 4    | 4    | 4    | 5    | 5    | 4    | 30    |
| 15    | 4                            | 4    | 4    | 5    | 4    | 5    | 5    | 31    |
| 16    | 4                            | 4    | 4    | 4    | 5    | 5    | 5    | 31    |
| 17    | 5                            | 4    | 4    | 4    | 4    | 4    | 5    | 30    |
| 18    | 3                            | 5    | 5    | 5    | 4    | 5    | 5    | 32    |
| 19    | 5                            | 4    | 5    | 4    | 4    | 4    | 5    | 31    |
| 20    | 5                            | 5    | 4    | 4    | 4    | 4    | 4    | 30    |
| 21    | 4                            | 5    | 5    | 5    | 5    | 5    | 5    | 34    |
| 22    | 4                            | 4    | 5    | 5    | 5    | 5    | 4    | 32    |
| 23    | 4                            | 4    | 5    | 5    | 4    | 5    | 5    | 32    |
| 24    | 4                            | 4    | 5    | 5    | 4    | 4    | 5    | 31    |
| 25    | 5                            | 4    | 4    | 4    | 4    | 5    | 5    | 31    |
| 26    | 5                            | 4    | 5    | 5    | 5    | 5    | 4    | 33    |
| 27    | 3                            | 3    | 5    | 5    | 4    | 5    | 4    | 29    |
| 28    | 5                            | 5    | 5    | 4    | 4    | 5    | 5    | 33    |
| 29    | 5                            | 4    | 3    | 5    | 5    | 5    | 5    | 32    |
| 30    | 4                            | 5    | 4    | 5    | 4    | 5    | 5    | 32    |
| 31    | 5                            | 5    | 4    | 5    | 4    | 5    | 5    | 33    |
| 32    | 5                            | 3    | 5    | 5    | 5    | 4    | 5    | 32    |
| 33    | 5                            | 5    | 4    | 5    | 5    | 5    | 5    | 34    |
| 34    | 4                            | 5    | 4    | 5    | 3    | 5    | 4    | 30    |
| 35    | 4                            | 4    | 4    | 4    | 4    | 4    | 5    | 29    |
| 36    | 5                            | 5    | 4    | 5    | 4    | 5    | 5    | 33    |
| 37    | 5                            | 5    | 4    | 4    | 5    | 5    | 5    | 33    |
| 38    | 5                            | 5    | 5    | 5    | 5    | 4    | 5    | 34    |
| 39    | 4                            | 5    | 5    | 4    | 4    | 5    | 5    | 32    |



|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 40 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 32 |
| 41 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 33 |
| 42 | 5 | 3 | 5 | 4 | 5 | 5 | 5 | 32 |
| 43 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 30 |
| 44 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 45 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 33 |
| 46 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 32 |
| 47 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 32 |
| 48 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 31 |
| 49 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 31 |
| 50 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 33 |
| 51 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 52 | 5 | 4 | 5 | 3 | 5 | 3 | 5 | 30 |
| 53 | 5 | 5 | 3 | 5 | 4 | 5 | 5 | 32 |
| 54 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 32 |
| 55 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 31 |
| 56 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 58 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 27 |
| 59 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 31 |
| 60 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 31 |
| 61 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 31 |
| 62 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 29 |
| 63 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 31 |
| 64 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 65 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 32 |
| 66 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 67 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 32 |
| 68 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 69 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 31 |
| 70 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 33 |
| 71 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 33 |
| 72 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 33 |
| 73 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 34 |
| 74 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 29 |
| 75 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 76 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
| 77 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 31 |
| 78 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 80 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 81 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 33 |

|     |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|----|
| 82  | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 27 |
| 83  | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 32 |
| 84  | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 85  | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
| 86  | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 87  | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
| 88  | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 89  | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 90  | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 28 |
| 91  | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 92  | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 30 |
| 93  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 94  | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 30 |
| 95  | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 96  | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 32 |
| 97  | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 30 |
| 98  | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 26 |
| 99  | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 100 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 24 |
| 101 | 5 | 5 | 5 | 3 | 5 | 3 | 3 | 29 |
| 102 | 5 | 4 | 3 | 3 | 3 | 3 | 4 | 25 |
| 103 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 24 |
| 104 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 105 | 3 | 2 | 4 | 5 | 4 | 4 | 5 | 27 |
| 106 | 5 | 3 | 4 | 4 | 5 | 5 | 4 | 30 |
| 107 | 4 | 5 | 5 | 4 | 5 | 3 | 4 | 30 |
| 108 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 26 |
| 109 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 110 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 111 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 112 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 113 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 114 | 2 | 2 | 3 | 4 | 5 | 5 | 4 | 25 |
| 115 | 5 | 4 | 2 | 4 | 4 | 5 | 5 | 29 |
| 116 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 117 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 118 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
| 119 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 120 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 27 |

| Resp. | Lingkungan Kerja (X <sub>2</sub> ) |      |      |      |      |      |      | Total |
|-------|------------------------------------|------|------|------|------|------|------|-------|
|       | X2.1                               | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 |       |
| 1     | 4                                  | 4    | 4    | 4    | 4    | 4    | 5    | 29    |
| 2     | 4                                  | 4    | 4    | 4    | 4    | 5    | 4    | 29    |
| 3     | 5                                  | 5    | 5    | 5    | 4    | 5    | 5    | 34    |
| 4     | 5                                  | 4    | 4    | 4    | 4    | 5    | 4    | 30    |
| 5     | 5                                  | 3    | 4    | 3    | 4    | 4    | 4    | 27    |
| 6     | 5                                  | 4    | 4    | 4    | 5    | 5    | 5    | 32    |
| 7     | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 8     | 5                                  | 5    | 4    | 5    | 4    | 4    | 4    | 31    |
| 9     | 5                                  | 5    | 4    | 4    | 5    | 5    | 5    | 33    |
| 10    | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 11    | 4                                  | 5    | 4    | 5    | 5    | 5    | 5    | 33    |
| 12    | 5                                  | 4    | 5    | 4    | 4    | 4    | 4    | 30    |
| 13    | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 14    | 5                                  | 4    | 4    | 4    | 4    | 5    | 4    | 30    |
| 15    | 5                                  | 4    | 4    | 5    | 5    | 4    | 4    | 31    |
| 16    | 4                                  | 5    | 4    | 4    | 5    | 5    | 4    | 31    |
| 17    | 5                                  | 5    | 4    | 2    | 5    | 4    | 4    | 29    |
| 18    | 4                                  | 4    | 2    | 4    | 4    | 4    | 5    | 27    |
| 19    | 4                                  | 4    | 4    | 4    | 4    | 4    | 5    | 29    |
| 20    | 5                                  | 5    | 4    | 5    | 5    | 5    | 5    | 34    |
| 21    | 5                                  | 5    | 4    | 4    | 4    | 4    | 4    | 30    |
| 22    | 5                                  | 4    | 3    | 3    | 4    | 4    | 4    | 27    |
| 23    | 5                                  | 5    | 4    | 4    | 5    | 4    | 5    | 32    |
| 24    | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 25    | 5                                  | 4    | 4    | 5    | 5    | 4    | 4    | 31    |
| 26    | 5                                  | 5    | 5    | 4    | 5    | 5    | 4    | 33    |
| 27    | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 28    | 5                                  | 4    | 4    | 5    | 5    | 5    | 5    | 33    |
| 29    | 4                                  | 4    | 5    | 4    | 5    | 4    | 4    | 30    |
| 30    | 4                                  | 4    | 4    | 4    | 4    | 4    | 4    | 28    |
| 31    | 5                                  | 4    | 4    | 4    | 5    | 5    | 4    | 31    |
| 32    | 5                                  | 5    | 4    | 5    | 5    | 4    | 4    | 32    |
| 33    | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 34    | 5                                  | 4    | 4    | 4    | 4    | 5    | 4    | 30    |
| 35    | 4                                  | 5    | 4    | 4    | 4    | 4    | 4    | 29    |
| 36    | 5                                  | 5    | 5    | 5    | 5    | 4    | 4    | 33    |
| 37    | 5                                  | 3    | 4    | 4    | 4    | 4    | 5    | 29    |
| 38    | 5                                  | 5    | 4    | 5    | 5    | 5    | 5    | 34    |
| 39    | 5                                  | 5    | 5    | 5    | 5    | 5    | 5    | 35    |
| 40    | 5                                  | 5    | 4    | 4    | 4    | 5    | 4    | 31    |
| 41    | 4                                  | 4    | 4    | 5    | 5    | 5    | 5    | 32    |

|    |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|----|
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 43 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 29 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 45 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 32 |
| 46 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 47 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 33 |
| 48 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 50 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 51 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 31 |
| 52 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 31 |
| 53 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 31 |
| 54 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 27 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 29 |
| 56 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
| 57 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 30 |
| 58 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 29 |
| 59 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 32 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 61 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 31 |
| 62 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 33 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 64 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 33 |
| 65 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 66 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 67 | 5 | 3 | 4 | 5 | 5 | 4 | 5 | 31 |
| 68 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 32 |
| 69 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 31 |
| 70 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 71 | 5 | 1 | 4 | 5 | 5 | 5 | 4 | 29 |
| 72 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 74 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 31 |
| 75 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 34 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 77 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 30 |
| 78 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 34 |
| 79 | 4 | 2 | 2 | 4 | 5 | 5 | 5 | 27 |
| 80 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 81 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 32 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 83 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 27 |

|     |   |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|---|----|
| 84  | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 30 |
| 85  | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
| 86  | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 29 |
| 87  | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 34 |
| 88  | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 89  | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 32 |
| 90  | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 31 |
| 91  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 92  | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 93  | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 29 |
| 94  | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 30 |
| 95  | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 30 |
| 96  | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 32 |
| 97  | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 98  | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 32 |
| 99  | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 101 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 31 |
| 102 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 31 |
| 103 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 104 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 32 |
| 105 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 106 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 30 |
| 107 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 108 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 27 |
| 109 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 110 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 111 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 32 |
| 112 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 113 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 30 |
| 114 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 115 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 28 |
| 116 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 117 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 27 |
| 118 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 30 |
| 119 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 30 |
| 120 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |

| Resp. | Loyalitas Kerja (Y) |    |    |    |    |    | Total |
|-------|---------------------|----|----|----|----|----|-------|
|       | Y1                  | Y2 | Y3 | Y4 | Y5 | Y6 |       |
| 1     | 4                   | 4  | 2  | 4  | 4  | 4  | 22    |
| 2     | 4                   | 4  | 4  | 4  | 4  | 4  | 24    |
| 3     | 5                   | 5  | 5  | 4  | 5  | 5  | 29    |
| 4     | 5                   | 5  | 4  | 4  | 4  | 4  | 26    |
| 5     | 5                   | 4  | 4  | 3  | 3  | 4  | 23    |
| 6     | 5                   | 5  | 5  | 4  | 4  | 4  | 27    |
| 7     | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 8     | 5                   | 5  | 5  | 4  | 4  | 4  | 27    |
| 9     | 5                   | 5  | 5  | 4  | 4  | 5  | 28    |
| 10    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 11    | 5                   | 5  | 5  | 4  | 4  | 5  | 28    |
| 12    | 5                   | 4  | 5  | 4  | 4  | 4  | 26    |
| 13    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 14    | 5                   | 5  | 4  | 4  | 4  | 4  | 26    |
| 15    | 5                   | 5  | 4  | 4  | 4  | 5  | 27    |
| 16    | 5                   | 5  | 4  | 4  | 4  | 5  | 27    |
| 17    | 5                   | 5  | 4  | 4  | 2  | 5  | 25    |
| 18    | 5                   | 5  | 4  | 4  | 4  | 5  | 27    |
| 19    | 5                   | 5  | 4  | 4  | 4  | 4  | 26    |
| 20    | 5                   | 5  | 4  | 4  | 2  | 4  | 24    |
| 21    | 5                   | 4  | 5  | 4  | 4  | 4  | 26    |
| 22    | 5                   | 5  | 5  | 5  | 4  | 5  | 29    |
| 23    | 5                   | 4  | 4  | 4  | 4  | 4  | 25    |
| 24    | 5                   | 4  | 4  | 4  | 3  | 4  | 24    |
| 25    | 4                   | 4  | 4  | 5  | 5  | 5  | 27    |
| 26    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 27    | 5                   | 5  | 4  | 4  | 4  | 4  | 26    |
| 28    | 5                   | 5  | 4  | 5  | 4  | 5  | 28    |
| 29    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 30    | 5                   | 5  | 4  | 5  | 4  | 5  | 28    |
| 31    | 5                   | 5  | 5  | 4  | 5  | 5  | 29    |
| 32    | 5                   | 5  | 4  | 5  | 5  | 4  | 28    |
| 33    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 34    | 5                   | 4  | 4  | 4  | 4  | 5  | 26    |
| 35    | 4                   | 5  | 4  | 4  | 4  | 4  | 25    |
| 36    | 5                   | 5  | 5  | 5  | 5  | 4  | 29    |
| 37    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 38    | 5                   | 5  | 5  | 5  | 5  | 5  | 30    |
| 39    | 4                   | 5  | 5  | 4  | 4  | 4  | 26    |
| 40    | 5                   | 5  | 5  | 5  | 4  | 5  | 29    |
| 41    | 5                   | 5  | 5  | 4  | 5  | 5  | 29    |

|    |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|----|
| 42 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |
| 43 | 4 | 5 | 4 | 4 | 2 | 5 | 24 |
| 44 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 45 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 46 | 4 | 4 | 5 | 5 | 4 | 5 | 27 |
| 47 | 4 | 4 | 5 | 4 | 5 | 5 | 27 |
| 48 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 49 | 5 | 4 | 5 | 4 | 3 | 4 | 25 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 51 | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 53 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 54 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 55 | 4 | 5 | 4 | 5 | 5 | 5 | 28 |
| 56 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 58 | 5 | 5 | 4 | 4 | 4 | 4 | 26 |
| 59 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 60 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 61 | 5 | 5 | 4 | 4 | 5 | 4 | 27 |
| 62 | 4 | 4 | 4 | 4 | 2 | 4 | 22 |
| 63 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 64 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 65 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 66 | 5 | 5 | 4 | 4 | 3 | 4 | 25 |
| 67 | 5 | 4 | 4 | 4 | 5 | 5 | 27 |
| 68 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 69 | 5 | 4 | 4 | 5 | 5 | 4 | 27 |
| 70 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 72 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 73 | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 74 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 75 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 76 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 77 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 78 | 5 | 5 | 4 | 5 | 5 | 5 | 29 |
| 79 | 5 | 1 | 4 | 4 | 5 | 5 | 24 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 82 | 5 | 4 | 5 | 4 | 4 | 4 | 26 |
| 83 | 5 | 5 | 5 | 4 | 5 | 5 | 29 |



|     |   |   |   |   |   |   |    |
|-----|---|---|---|---|---|---|----|
| 84  | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 85  | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 86  | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 87  | 4 | 2 | 2 | 4 | 5 | 5 | 22 |
| 88  | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 89  | 4 | 5 | 4 | 4 | 2 | 4 | 23 |
| 90  | 4 | 5 | 4 | 4 | 4 | 4 | 25 |
| 91  | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 92  | 4 | 5 | 4 | 4 | 2 | 5 | 24 |
| 93  | 5 | 5 | 5 | 5 | 4 | 5 | 29 |
| 94  | 5 | 4 | 4 | 4 | 5 | 4 | 26 |
| 95  | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 96  | 4 | 4 | 5 | 4 | 3 | 5 | 25 |
| 97  | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 98  | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 99  | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 100 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 101 | 4 | 4 | 4 | 5 | 5 | 4 | 26 |
| 102 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 103 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 104 | 5 | 5 | 4 | 4 | 5 | 5 | 28 |
| 105 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 106 | 5 | 4 | 4 | 4 | 4 | 5 | 26 |
| 107 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 108 | 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 109 | 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 110 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 111 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 112 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 113 | 5 | 5 | 4 | 4 | 3 | 3 | 24 |
| 114 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |
| 115 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 116 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 117 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 118 | 4 | 4 | 4 | 4 | 5 | 4 | 25 |
| 119 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 120 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |

## Lampiran 4. Uji Analisis Deskriptif

### 1. Hasil Analisis Deskriptif Kompensasi

|                      | N   | Minimum | Maximum | Mean | Std. Deviation |
|----------------------|-----|---------|---------|------|----------------|
| Item Pertanyaan X1.1 | 120 | 2       | 5       | 4.41 | .692           |
| Item Pertanyaan X1.2 | 120 | 2       | 5       | 4.32 | .724           |
| Item Pertanyaan X1.3 | 120 | 2       | 5       | 4.38 | .711           |
| Item Pertanyaan X1.4 | 120 | 3       | 5       | 4.47 | .594           |
| Item Pertanyaan X1.5 | 120 | 3       | 5       | 4.54 | .564           |
| Item Pertanyaan X1.6 | 120 | 3       | 5       | 4.53 | .579           |
| Item Pertanyaan X1.7 | 120 | 3       | 5       | 4.70 | .478           |
| Valid N (listwise)   | 120 |         |         |      |                |

### 2. Hasil Analisis Deskriptif Lingkungan Kerja

|                      | N   | Minimum | Maximum | Mean | Std. Deviation |
|----------------------|-----|---------|---------|------|----------------|
| Item Pernyataan X2.1 | 120 | 4       | 5       | 4.63 | .486           |
| Item Pernyataan X2.2 | 120 | 1       | 5       | 4.42 | .668           |
| Item Pernyataan X2.3 | 120 | 2       | 5       | 4.27 | .661           |
| Item Pernyataan X2.4 | 120 | 2       | 5       | 4.33 | .665           |
| Item Pernyataan X2.5 | 120 | 4       | 5       | 4.58 | .495           |
| Item Pernyataan X2.6 | 120 | 4       | 5       | 4.53 | .501           |
| Item Pernyataan X1.7 | 120 | 4       | 5       | 4.56 | .499           |
| Valid N (listwise)   | 120 |         |         |      |                |

### 3. Hasil Analisis Deskriptif Loyalitas Kerja

|                    | N   | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|-----|---------|---------|------|----------------|
| Item Pertanyaan Y1 | 120 | 4       | 5       | 4.71 | .456           |
| Item Pertanyaan Y2 | 120 | 1       | 5       | 4.59 | .628           |
| Item Pertanyaan Y3 | 120 | 2       | 5       | 4.45 | .592           |
| Item Pertanyaan Y4 | 120 | 3       | 5       | 4.38 | .505           |
| Item Pertanyaan Y5 | 120 | 2       | 5       | 4.26 | .783           |
| Item Pertanyaan Y6 | 120 | 3       | 5       | 4.55 | .516           |
| Valid N (listwise) | 120 |         |         |      |                |

## Lampiran 5. Uji Validitas

### 1. Hasil Uji Validitas Kompensasi

|                    |                        | Correlations               |                            |                            |                            |                            |                            |                            |            |
|--------------------|------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|------------|
|                    |                        | Item<br>Pertanyaan<br>X1.1 | Item<br>Pertanyaan<br>X1.2 | Item<br>Pertanyaan<br>X1.3 | Item<br>Pertanyaan<br>X1.4 | Item<br>Pertanyaan<br>X1.5 | Item<br>Pertanyaan<br>X1.6 | Item<br>Pertanyaan<br>X1.7 | Kompensasi |
| Item               | Pearson<br>Correlation | 1                          | .303**                     | .216*                      | .076                       | .118                       | .069                       | .145                       | .521**     |
| Pertanyaan<br>X1.1 | Sig. (2-<br>tailed)    |                            | .001                       | .018                       | .408                       | .201                       | .456                       | .115                       | .000       |
|                    | N                      | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120        |
| Item               | Pearson<br>Correlation | .303**                     | 1                          | .349**                     | .303**                     | .142                       | .191*                      | .211*                      | .670**     |
| Pertanyaan<br>X1.2 | Sig. (2-<br>tailed)    | .001                       |                            | .000                       | .001                       | .123                       | .037                       | .021                       | .000       |
|                    | N                      | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120        |
| Item               | Pearson<br>Correlation | .216*                      | .349**                     | 1                          | .311**                     | .202*                      | .110                       | .235**                     | .644**     |
| Pertanyaan<br>X1.3 | Sig. (2-<br>tailed)    | .018                       | .000                       |                            | .001                       | .027                       | .233                       | .010                       | .000       |
|                    | N                      | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120        |
| Item               | Pearson<br>Correlation | .076                       | .303**                     | .311**                     | 1                          | .129                       | .295**                     | .240**                     | .586**     |
| Pertanyaan<br>X1.4 | Sig. (2-<br>tailed)    | .408                       | .001                       | .001                       |                            | .161                       | .001                       | .008                       | .000       |
|                    | N                      | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120        |
| Item               | Pearson<br>Correlation | .118                       | .142                       | .202*                      | .129                       | 1                          | .151                       | .109                       | .449**     |
| Pertanyaan<br>X1.5 | Sig. (2-<br>tailed)    | .201                       | .123                       | .027                       | .161                       |                            | .099                       | .235                       | .000       |
|                    | N                      | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120        |
| Item               | Pearson<br>Correlation | .069                       | .191*                      | .110                       | .295**                     | .151                       | 1                          | .391**                     | .523**     |
| Pertanyaan<br>X1.6 | Sig. (2-<br>tailed)    | .456                       | .037                       | .233                       | .001                       | .099                       |                            | .000                       | .000       |
|                    | N                      | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120        |
| Item               | Pearson<br>Correlation | .145                       | .211*                      | .235**                     | .240**                     | .109                       | .391**                     | 1                          | .539**     |
| Pertanyaan         |                        |                            |                            |                            |                            |                            |                            |                            |            |

|            |                     |        |        |        |        |        |        |        |      |
|------------|---------------------|--------|--------|--------|--------|--------|--------|--------|------|
| X1.7       | Sig. (2-tailed)     | .115   | .021   | .010   | .008   | .235   | .000   |        | .000 |
|            | N                   | 120    | 120    | 120    | 120    | 120    | 120    | 120    | 120  |
|            | Pearson Correlation | .521** | .670** | .644** | .586** | .449** | .523** | .539** | 1    |
| Kompensasi | Sig. (2-tailed)     | .000   | .000   | .000   | .000   | .000   | .000   | .000   |      |
|            | N                   | 120    | 120    | 120    | 120    | 120    | 120    | 120    | 120  |

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

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

## 2. Hasil Uji Validitas Lingkungan Kerja

### Correlations

|                    |                     | Item<br>Pertanyaan<br>X2.1 | Item<br>Pertanyaan<br>X2.2 | Item<br>Pertanyaan<br>X2.3 | Item<br>Pertanyaan<br>X2.4 | Item<br>Pertanyaan<br>X2.5 | Item<br>Pertanyaan<br>X2.6 | Item<br>Pertanyaan<br>X1.7 | Lingkungan<br>Kerja |
|--------------------|---------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|---------------------|
| Item               | Pearson Correlation | 1                          | .252**                     | .324**                     | .130                       | .183*                      | .228*                      | -.030                      | .463**              |
| Pertanyaan<br>X2.1 | Sig. (2-tailed)     |                            | .005                       | .000                       | .157                       | .045                       | .012                       | .742                       | .000                |
|                    | N                   | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                 |
| Item               | Pearson Correlation | .252**                     | 1                          | .404**                     | .271**                     | .199*                      | .270**                     | .153                       | .626**              |
| Pertanyaan<br>X2.2 | Sig. (2-tailed)     | .005                       |                            | .000                       | .003                       | .029                       | .003                       | .094                       | .000                |
|                    | N                   | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                 |
| Item               | Pearson Correlation | .324**                     | .404**                     | 1                          | .402**                     | .276**                     | .271**                     | .117                       | .682**              |
| Pertanyaan<br>X2.3 | Sig. (2-tailed)     | .000                       | .000                       |                            | .000                       | .002                       | .003                       | .204                       | .000                |
|                    | N                   | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                 |
| Item               | Pearson Correlation | .130                       | .271**                     | .402**                     | 1                          | .400**                     | .403**                     | .346**                     | .706**              |
| Pertanyaan<br>X2.4 | Sig. (2-tailed)     | .157                       | .003                       | .000                       |                            | .000                       | .000                       | .000                       | .000                |
|                    | N                   | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                        | 120                 |
| Item               | Pearson Correlation | .183*                      | .199*                      | .276**                     | .400**                     | 1                          | .482**                     | .338**                     | .637**              |
| Pertanyaan<br>X2.5 | Sig. (2-tailed)     | .045                       | .029                       | .002                       | .000                       |                            | .000                       | .000                       | .000                |

|            |                 |        |        |        |        |        |        |        |        |
|------------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|
|            | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    | 120    |
| Item       | Pearson         | .228*  | .270** | .271** | .403** | .482** | 1      | .397** | .678** |
| Pertanyaan | Correlation     |        |        |        |        |        |        |        |        |
| X2.6       | Sig. (2-tailed) | .012   | .003   | .003   | .000   | .000   |        | .000   | .000   |
|            | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    | 120    |
| Item       | Pearson         | -.030  | .153   | .117   | .346** | .338** | .397** | 1      | .510** |
| Pertanyaan | Correlation     |        |        |        |        |        |        |        |        |
| X1.7       | Sig. (2-tailed) | .742   | .094   | .204   | .000   | .000   | .000   |        | .000   |
|            | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    | 120    |
| Item       | Pearson         | .463** | .626** | .682** | .706** | .637** | .678** | .510** | 1      |
| Pertanyaan | Correlation     |        |        |        |        |        |        |        |        |
| Lingkungan | Sig. (2-tailed) | .000   | .000   | .000   | .000   | .000   | .000   | .000   |        |
| Kerja      | Sig. (2-tailed) |        |        |        |        |        |        |        |        |
|            | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    | 120    |

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

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

### 3. Hasil Uji Validitas Loyalitas Kerja

#### Correlations

|            | Item            | Item      | Item      | Item      | Item      | Item      | Loyalitas |
|------------|-----------------|-----------|-----------|-----------|-----------|-----------|-----------|
|            | Pertanyaa       | Pertanyaa | Pertanyaa | Pertanyaa | Pertanyaa | Pertanyaa | Kerja     |
|            | n Y1            | n Y2      | n Y3      | n Y4      | n Y5      | n Y6      |           |
| Item       | Pearson         | 1         | .314**    | .365**    | .161      | .213*     | .223*     |
| Pertanyaan | Correlation     |           |           |           |           |           | .559**    |
| Y1         | Sig. (2-tailed) |           | .000      | .000      | .079      | .020      | .014      |
|            | N               | 120       | 120       | 120       | 120       | 120       | 120       |
| Item       | Pearson         | .314**    | 1         | .430**    | .312**    | .011      | .154      |
| Pertanyaan | Correlation     |           |           |           |           |           | .577**    |
| Y2         | Sig. (2-tailed) | .000      |           | .000      | .001      | .903      | .093      |
|            | N               | 120       | 120       | 120       | 120       | 120       | 120       |
| Item       | Pearson         | .365**    | .430**    | 1         | .430**    | .218*     | .283**    |
| Pertanyaan | Correlation     |           |           |           |           |           | .709**    |
| Y3         | Sig. (2-tailed) | .000      | .000      |           | .000      | .017      | .002      |
|            | N               | 120       | 120       | 120       | 120       | 120       | 120       |
| Item       | Pearson         | .161      | .312**    | .430**    | 1         | .385**    | .377**    |
| Pertanyaan | Correlation     |           |           |           |           |           | .692**    |
| Y4         | Sig. (2-tailed) | .079      | .001      | .000      |           | .000      | .000      |
|            | N               | 120       | 120       | 120       | 120       | 120       | 120       |

|                          |                 |        |        |        |        |        |        |        |
|--------------------------|-----------------|--------|--------|--------|--------|--------|--------|--------|
| Item<br>Pertanyaan<br>Y5 | Pearson         | .213*  | .011   | .218*  | .385** | 1      | .373** | .637** |
|                          | Correlation     |        |        |        |        |        |        |        |
|                          | Sig. (2-tailed) | .020   | .903   | .017   | .000   |        | .000   | .000   |
|                          | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    |
| Item<br>Pertanyaan<br>Y6 | Pearson         | .223*  | .154   | .283** | .377** | .373** | 1      | .619** |
|                          | Correlation     |        |        |        |        |        |        |        |
|                          | Sig. (2-tailed) | .014   | .093   | .002   | .000   | .000   |        | .000   |
|                          | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    |
| Loyalitas<br>Kerja       | Pearson         | .559** | .577** | .709** | .692** | .637** | .619** | 1      |
|                          | Correlation     |        |        |        |        |        |        |        |
|                          | Sig. (2-tailed) | .000   | .000   | .000   | .000   | .000   | .000   |        |
|                          | N               | 120    | 120    | 120    | 120    | 120    | 120    | 120    |

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

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



## Lampiran 6. Uji Reliabilitas

### 1. Hasil Uji Reliabilitas Kompensasi

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .640                   | 7          |

### 2. Hasil Uji Reliabilitas Lingkungan Kerja

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .727                   | 7          |

### 3. Hasil Uji Reliabilitas Loyalitas Kerja

| Reliability Statistics |            |
|------------------------|------------|
| Cronbach's Alpha       | N of Items |
| .685                   | 6          |



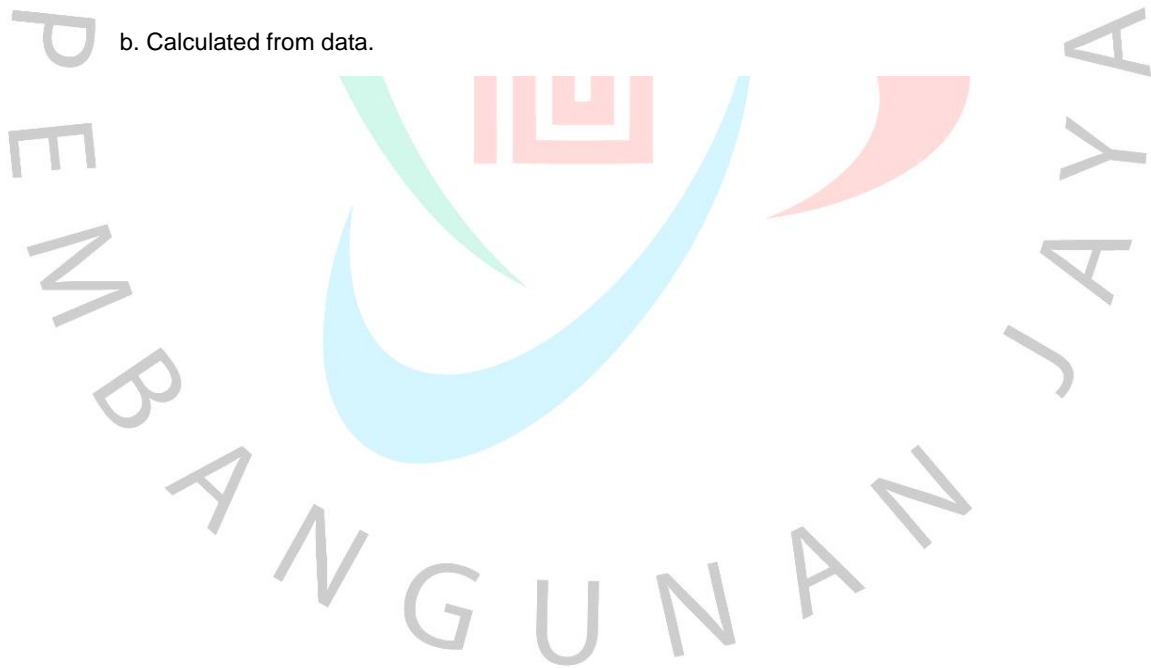
## Lampiran 7. Uji Normalitas

### One-Sample Kolmogorov-Smirnov Test

|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 120                     |
| Normal Parameters <sup>a,b</sup> | Mean           | 0E-7                    |
|                                  | Std. Deviation | 1.91019033              |
| Most Extreme Differences         | Absolute       | .062                    |
|                                  | Positive       | .048                    |
|                                  | Negative       | -.062                   |
| Kolmogorov-Smirnov Z             |                | .677                    |
| Asymp. Sig. (2-tailed)           |                | .750                    |

a. Test distribution is Normal.

b. Calculated from data.



### Lampiran 8. Uji Multikolinearitas

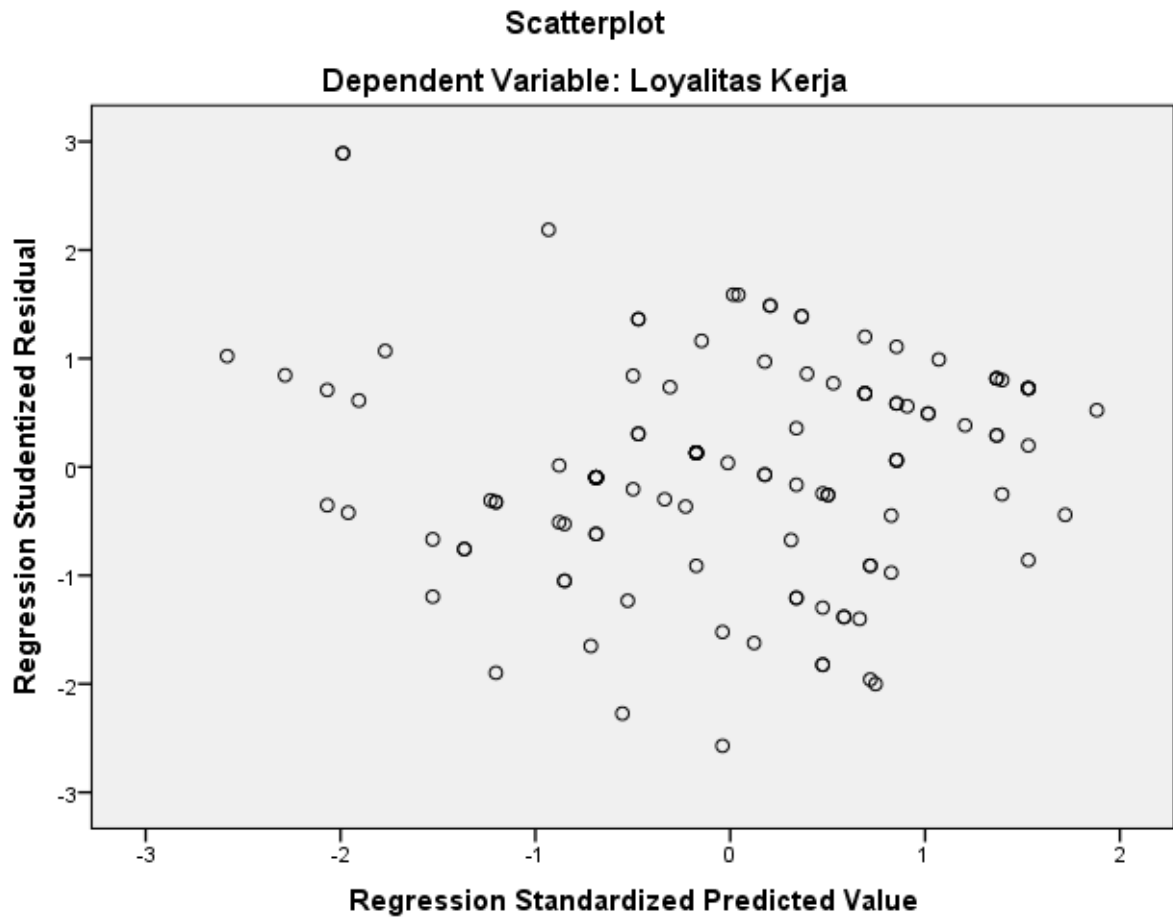
**Coefficients<sup>a</sup>**

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|                  | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1 (Constant)     | 9.199                       | 2.993      |                           | 3.074 | .003 |                         |       |
| Kompensasi       | .387                        | .072       | .433                      | 5.367 | .000 | .984                    | 1.016 |
| Lingkungan Kerja | .179                        | .072       | .200                      | 2.483 | .014 | .984                    | 1.016 |

a. Dependent Variable: Loyalitas Kerja



Lampiran 9. Uji Heteroskedastisitas



**Lampiran 10. Uji T (Parsial)**

| Model            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|------------------|-----------------------------|------------|---------------------------|-------|------|
|                  | B                           | Std. Error | Beta                      |       |      |
| 1 (Constant)     | 9.199                       | 2.993      |                           | 3.074 | .003 |
| Kompensasi       | .387                        | .072       | .433                      | 5.367 | .000 |
| Lingkungan Kerja | .179                        | .072       | .200                      | 2.483 | .014 |



### Lampiran 11. Koefisien Determinasi ( $R^2$ )

Model Summary<sup>b</sup>


| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .500 <sup>a</sup> | .250     | .237              | 1.926                      |

a. Predictors: (Constant), Lingkungan Kerja, Kompensasi

b. Dependent Variable: Loyalitas Kerja



## Lampiran 12. Formulir Pengajuan Skripsi



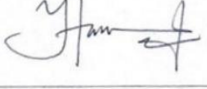
|  |                                      |                      |
|--|--------------------------------------|----------------------|
| <br>Universitas<br>Pembangunan Jaya | <b>FORMULIR PENGAJUAN SKRIPSI/TA</b> | SPT-I/03/SOP-28/F-01 |
|  |                                      | No Rekam             |

Nama Mahasiswa : Adinda Firdhauza Nugraha  
 Prodi/NIM : Manajemen /  
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Loyalitas Kerja  
 (disusun dalam kalimat singkat, padat, jelas dan menarik minat pembaca) Pada Karyawan Generasi Z Perusahaan Startup di Jakarta

Telah memenuhi syarat pengajuan Skripsi/TA: (mohon beri tanda V untuk syarat yang relevan)


| No | Syarat   | Ya | Tidak |
|----|--|----|-------|
| 1  | Jumlah sks lulus (sesuai ketentuan Prodi)              | v  |       |
| 2  | Mata kuliah prasyarat (sesuai ketentuan Prodi)         | v  |       |
| 3  | IPK minimal 2,00                                       | v  |       |
| 4  | Tidak sedang terkena sanksi akademik/sanksi lainnya    | v  |       |
| 5  | Poin JSDP (sesuai ketentuan Prodi)                     | v  |       |
| 6  | Mengumpulkan Proposal Skripsi (sesuai ketentuan Prodi) | v  |       |
| 7  | MK Skripsi/TA tercantum di BRS semester berjalan       | v  |       |

Tangerang Selatan 3 April 2023 .....

| Mengajukan,   | Menyetujui,   | Mengetahui,   |
|---|---|---|
|  |  |  |
| Adinda Firdhauza Nugraha  | Dalizanolu Hulu, S.E., M.E., CRM, CRP   | Dr. Yohanes Totok Suyoto, S.S., M.Si  |

Formulir dibuat rangkap 2 (dua): Asli : untuk prodi, Copy 1 : untuk mahasiswa

### Lampiran 13. Formulir Persetujuan Penulisan Skripsi

|   |  |                      |  |
|---|--|----------------------|--|
|  | <b>FORMULIR PERSETUJUAN PENULISAN<br/>SKRIPSI/TA</b> | SPT-I/03/SOP-28/F-02 |  |
|   |  | No. Revisi: _____    |  |

Nama Mahasiswa : Adinda Firdhauza Nugraha  
 Prodi/NIM : Manajemen / 2019021092  
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Loyalitas Kerja Pada Karyawan Generasi Z Perusahaan Startup di Jakarta

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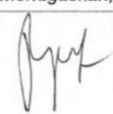
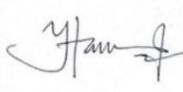
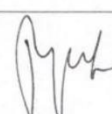
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Telah disetujui untuk menulis Skripsi/TA.

Dosen Pembimbing Skripsi/TA yang ditugaskan Prodi adalah:

| No | Nama                                 | NIDN       | JAD |
|----|--------------------------------------|------------|-----|
| 1  | Teguh Prasetyo, S.E., M.Si           | 0704036801 |     |
| 2  | Dalizonolo Hulu S.E., M.E., CRM, CRP | 0408036801 |     |

Tangerang Selatan, 3 April 2023

| Menugaskan,   | Menyetujui,   | Menerima,   |   |
|---|---|---|---|
|  |  |  |  |
| Koordinator Skripsi/TA<br>Teguh Prasetyo, S.E., M.Si                                | Kaprodi<br>Dr. Yohanes Totok<br>Suyoto, S.S., M.Si                                  | Dosen Pembimbing 1<br>Teguh Prasetyo, S.E., M.Si                                    | Dosen Pembimbing 2<br>Dalizonolo Hulu, S.E.,<br>M.E., CRM, CRP                        |


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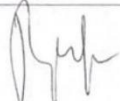

## Lampiran 14. Formulir Pembimbingan Skripsi Dosen Pembimbing 1

|   |   |                      |
|---|---|----------------------|
|  | <b>FORMULIR PEMBIMBINGAN SKRIPSI/TA</b> | SPT-I/03/SOP-28/F-03 |
|   |   | No. Revisi           |


Nama Mahasiswa : Adinda Firdhauza Nugraha  
 Prodi/NIM : Manajemen / 2019021092  
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Loyalitas Kerja Pada Karyawan Generasi Z Perusahaan Startup di Jakarta

| No | Tanggal     | Materi Pembimbingan   | Paraf Mhs   | Paraf Dosen Pembimbing  |
|----|-------------|---|---|---|
| 1  | 20 Feb 2023 | Bimbingan offline - pengajuan judul dan membahas teori-teori terkait pada judul   |    |    |
| 2  | 24 Feb 2023 | Bimbingan offline - revisi judul pertama dan membahas teori tentang karakteristik generasi Z untuk pembuatan judul baru |    |    |
| 3  | 25 Feb 2023 | Bimbingan online melalui MYUPJ - pengajuan judul baru atau judul kedua serta pembahasan bab 1                           |   |   |
| 4  | 5 Mar 2023  | Bimbingan online melalui MYUPJ - revisi judul kedua serta membahas konsep untuk pembuatan judul baru / judul ketiga     |  |  |
| 5  | 13 Mar 2023 | Bimbingan online melalui MYUPJ - membahas judul ketiga serta bab 1-3  |  |  |
| 6  | 29 Mei 2023 | Bimbingan offline - membahas kuesioner penelitian dan review bab 1-3  |  |  |
| 7  | 7 Jun 2023  | Bimbingan offline - membahas bab 4 dan review bab 3   |  |  |
| 8  | 9 Jun 2023  | Bimbingan offline - membahas bab 5 serta pembahasan revisian bab 4  |  |  |









\* Jika pembimbingan lebih dari minimal 8 kali, mohon membuat salinan formulir ini

|   |   |   |
|---|---|---|
|  |  |  |
| Mahasiswa<br>Adinda Firdhauza Nugraha   | Dosen Pembimbing 1<br>Teguh Prasetyo, S.E., M.Si                                    | Dosen Pembimbing 2<br>Dalizanolu Hulu, S.E., M.E., CRM.CRP                            |


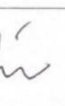
## Lampiran 15. Formulir Pembimbingan Skripsi Dosen Pembimbing 2

|   |   |                      |
|---|---|----------------------|
|  | <b>FORMULIR PEMBIMBINGAN SKRIPSI/TA</b> | SPT-I/03/SOP-28/F-03 |
|   |   | No. Rekam            |


Nama Mahasiswa : Adinda Firdhauza Nugraha  
 Prodi/NIM : Manajemen / 2019021092  
 Judul Skripsi/TA yang diajukan : Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Loyalitas Kerja Pada Karyawan Generasi Z Perusahaan Startup di Jakarta

| No | Tanggal     | Materi Pembimbingan   | Paraf Mhs   | Paraf Dosen Pembimbing  |
|----|-------------|---|---|---|
| 1  | 28 Mar 2023 | Bimbingan offline - membahas format penulisan skripsi dari bab 1-3                      |  |  |
| 2  | 30 Mar 2023 | Bimbingan offline - membahas hasil revisi terkait format penulisan skripsi dari bab 1-3 |  |  |
| 3  | 1 Apr 2023  | Bimbingan offline - membahas hasil revisi kembali terkait format penulisan skripsi      |  |  |
| 4  | 9 Jun 2023  | Bimbingan offline - membahas metode penelitian bab 3 dan format penulisan skripsi       |  |  |
| 5  |             |   |   |   |
| 6  |             |   |   |   |
| 7  |             |   |   |   |
| 8  |             |   |   |   |

\* Jika pembimbingan lebih dari minimal 8 kali, mohon membuat salinan formulir ini

|   |  |   |
|---|--|---|
|  |  |  |
| Mahasiswa<br>Adinda Firdhauza Nugraha   | Dosen Pembimbing 1<br>Teguh Prasetyo, S.E., M.Si | Dosen Pembimbing 2<br>Dalzanolo Hulu, S.E., M.E., CRM.CRP                             |

## Lampiran 16. Formulir Pengajuan Sidang Skripsi

|  |   |                      |
|--|---|----------------------|
| <br>Universitas<br>Pembangunan Jaya | <b>FORMULIR PENGAJUAN SIDANG SKRIPSI/TA</b> | SPT-I/04/SOP-06/F-01 |
|  |   | No. Rekam:           |

Nama Mahasiswa : Adinda Firdhauza Nugraha

Prodi/NIM : Manajemen / 201902192

Judul Skripsi/TA : Pengaruh Kompensasi dan Lingkungan Kerja Terhadap Loyalitas Kerja Pada Karyawan Generasi Z Perusahaan Startup di Jakarta

Dosen Pembimbing : 1. Teguh Prasetyo, S.E., M.Si  
: 2. Dalizanolu Hulu, S.E., M.E., CRM, CRP

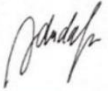

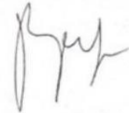

Dosen Penguji : 1. \_\_\_\_\_ JAD : \_\_\_\_\_  
: 2. \_\_\_\_\_ JAD : \_\_\_\_\_  
: 3. \_\_\_\_\_ JAD : \_\_\_\_\_

Jadwal Sidang : Tempat : \_\_\_\_\_ Hari/Tanggal: \_\_\_\_\_

Telah memenuhi syarat Sidang Skripsi/TA: (mohon beri tanda V untuk syarat yang relevan)

| No | Syarat   | Ya | Tidak |
|----|--|----|-------|
| 1  | IPK minimal 2.00   | ✓  |       |
| 2  | Tidak ada nilai D untuk mata kuliah mayor/inti Prodi             | ✓  |       |
| 3  | MK Skripsi/TA tercantum di BRS semester berjalan                 | ✓  |       |
| 4  | Lulus minimal 1 mata kuliah KOTA untuk tiap rumpun               | ✓  |       |
| 5  | SPT-I/03/SOP-28/F-03 Formulir Pembimbingan Skripsi (minimal 8 x) | ✓  |       |
| 6  | Poin JSDP (minimal 75% persen dari syarat kelulusan)             | ✓  |       |
| 7  | Mengumpulkan dokumen Skripsi/TA (sesuai ketentuan Prodi)         | ✓  |       |

Tangerang Selatan, 9 Juni 2023

| Mengajukan  | Mengetahui  | Memeriksa  | Menyetujui  |
|---|---|--|---|
|  |  |  |  |
| Adinda Firdhauza Nugraha  | Teguh Prasetyo, S.E., M.Si  | Teguh Prasetyo, S.E., M.Si   | Dr. Yohanes Tctok Suyoto, S.S., M.Si  |