

Crosstabs

Jenis Kelamin * Komitmen Karyawan pada Organisasi

Crosstab

			Komitmen Karyawan pada Organisasi			Total
			KS	S	SS	
Jenis Kelamin	Pria	Count	3	66	7	76
		Expected Count	2.7	66.8	6.4	76.0
		% within Jenis Kelamin	3.9%	86.8%	9.2%	100.0%
		% of Total	3.6%	79.5%	8.4%	91.6%
	Wanita	Count	0	7	0	7
		Expected Count	.3	6.2	.6	7.0
		% within Jenis Kelamin	.0%	100.0%	.0%	100.0%
		% of Total	.0%	8.4%	.0%	8.4%
Total	Count	3	73	7	83	
	Expected Count	3.0	73.0	7.0	83.0	
	% within Jenis Kelamin	3.6%	88.0%	8.4%	100.0%	
	% of Total	3.6%	88.0%	8.4%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.047 ^a	2	.592
Likelihood Ratio	1.883	2	.390
Linear-by-Linear Association	.148	1	.700
N of Valid Cases	83		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is .25.

Usia * Komitmen Karyawan pada Organisasi

Crosstab

			Komitmen Karyawan pada Organisasi			Total
			KS	S	SS	
Usia	< = 30 tahun	Count	1	17	1	19
		Expected Count	.7	16.7	1.6	19.0
		% within Usia	5.3%	89.5%	5.3%	100.0%
		% of Total	1.2%	20.5%	1.2%	22.9%
	31 - 40 tahun	Count	2	37	0	39
		Expected Count	1.4	34.3	3.3	39.0
		% within Usia	5.1%	94.9%	.0%	100.0%
		% of Total	2.4%	44.6%	.0%	47.0%
	41 - 50 tahun	Count	0	18	6	24
		Expected Count	.9	21.1	2.0	24.0
		% within Usia	.0%	75.0%	25.0%	100.0%
		% of Total	.0%	21.7%	7.2%	28.9%
> 50 tahun	Count	0	1	0	1	
	Expected Count	.0	.9	.1	1.0	
	% within Usia	.0%	100.0%	.0%	100.0%	
	% of Total	.0%	1.2%	.0%	1.2%	
Total	Count	3	73	7	83	
	Expected Count	3.0	73.0	7.0	83.0	
	% within Usia	3.6%	88.0%	8.4%	100.0%	
	% of Total	3.6%	88.0%	8.4%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.395 ^a	6	.072
Likelihood Ratio	14.957	6	.021
Linear-by-Linear Association	5.777	1	.016
N of Valid Cases	83		

a. 9 cells (75.0%) have expected count less than 5. The minimum expected count is .04.

Pendidikan * Komitmen Karyawan pada Organisasi

Crosstab

			Komitmen Karyawan pada Organisasi			Total
			KS	S	SS	
Pendidikan	SLTA	Count	0	2	0	2
		Expected Count	.1	1.8	.2	2.0
		% within Pendidikan	.0%	100.0%	.0%	100.0%
		% of Total	.0%	2.4%	.0%	2.4%
	Akademi	Count	0	6	1	7
		Expected Count	.3	6.2	.6	7.0
		% within Pendidikan	.0%	85.7%	14.3%	100.0%
		% of Total	.0%	7.2%	1.2%	8.4%
	S1	Count	3	61	4	68
		Expected Count	2.5	59.8	5.7	68.0
		% within Pendidikan	4.4%	89.7%	5.9%	100.0%
		% of Total	3.6%	73.5%	4.8%	81.9%
	S	Count	0	4	2	6
		Expected Count	.2	5.3	.5	6.0
		% within Pendidikan	.0%	66.7%	33.3%	100.0%
		% of Total	.0%	4.8%	2.4%	7.2%
Total	Count	3	73	7	83	
	Expected Count	3.0	73.0	7.0	83.0	
	% within Pendidikan	3.6%	88.0%	8.4%	100.0%	
	% of Total	3.6%	88.0%	8.4%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.420 ^a	6	.378
Likelihood Ratio	5.262	6	.511
Linear-by-Linear Association	.622	1	.430
N of Valid Cases	83		

a. 8 cells (66.7%) have expected count less than 5. The minimum expected count is .07.

Status * Komitmen Karyawan pada Organisasi

Crosstab

			Komitmen Karyawan pada Organisasi			Total
			KS	S	SS	
Status	Kawin	Count	3	62	6	71
		Expected Count	2.6	62.4	6.0	71.0
		% within Status	4.2%	87.3%	8.5%	100.0%
		% of Total	3.6%	74.7%	7.2%	85.5%
	Belum kawin	Count	0	11	1	12
		Expected Count	.4	10.6	1.0	12.0
		% within Status	.0%	91.7%	8.3%	100.0%
		% of Total	.0%	13.3%	1.2%	14.5%
Total	Count	3	73	7	83	
	Expected Count	3.0	73.0	7.0	83.0	
	% within Status	3.6%	88.0%	8.4%	100.0%	
	% of Total	3.6%	88.0%	8.4%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.529 ^a	2	.768
Likelihood Ratio	.959	2	.619
Linear-by-Linear Association	.145	1	.704
N of Valid Cases	83		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is .43.

Lama Kerja * Komitmen Karyawan pada Organisasi

Crosstab

			Komitmen Karyawan pada Organisasi			Total
			KS	S	SS	
Lama Kerja	< = 5 tahun	Count	0	20	0	20
		Expected Count	.7	17.6	1.7	20.0
		% within Lama Kerja	.0%	100.0%	.0%	100.0%
		% of Total	.0%	24.1%	.0%	24.1%
6 - 10 tahun	6 - 10 tahun	Count	1	10	2	13
		Expected Count	.5	11.4	1.1	13.0
		% within Lama Kerja	7.7%	76.9%	15.4%	100.0%
		% of Total	1.2%	12.0%	2.4%	15.7%
11 - 15 tahun	11 - 15 tahun	Count	2	33	4	39
		Expected Count	1.4	34.3	3.3	39.0
		% within Lama Kerja	5.1%	84.6%	10.3%	100.0%
		% of Total	2.4%	39.8%	4.8%	47.0%
16 - 20 tahun	16 - 20 tahun	Count	0	9	1	10
		Expected Count	.4	8.8	.8	10.0
		% within Lama Kerja	.0%	90.0%	10.0%	100.0%
		% of Total	.0%	10.8%	1.2%	12.0%
> 20 tahun	> 20 tahun	Count	0	1	0	1
		Expected Count	.0	.9	.1	1.0
		% within Lama Kerja	.0%	100.0%	.0%	100.0%
		% of Total	.0%	1.2%	.0%	1.2%
Total	Total	Count	3	73	7	83
		Expected Count	3.0	73.0	7.0	83.0
		% within Lama Kerja	3.6%	88.0%	8.4%	100.0%
		% of Total	3.6%	88.0%	8.4%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.245 ^a	8	.731
Likelihood Ratio	7.795	8	.454
Linear-by-Linear Association	.376	1	.540
N of Valid Cases	83		

a. 11 cells (73.3%) have expected count less than 5. The minimum expected count is .04.

CURRICULUM VITAE

- Name** : Ferry Sugito
- Place / date of birth** : Kep. Riau, May 12, 1966
- Education / Degree** :
- University of Christian Indonesia, Graduate Program, Majoring In Private Law ' 1989
- University of Indonesia, Post Graduate Program, Majoring in Human Resource Development and Administration, 2008
- Work Experience** : 1990 – Present PT. INTI KARYA PERSADA TEHNIK, JAKARTA
- GENERAL ADMIN. & EMPLOYEE SERVICES DEPT. HEAD**
June 2001 – Present
- HEAD OFFICE
- Responsibilities :
Assist Human Resource Manager in managing industrial relation aspects, compensation & benefits, and its policies, procedures, formalities/licenses administration that in line with the corporate strategies;
- BUSINESS ADMINISTRATION MANAGER** **Apr. ' 1999 – June 2001**
- CENTRAL GATHERING STATION # 10, PT. CALTEX PACIFIC INDONESIA PROJECT, DURI, RIAU.
- Responsibilities :
Assist Project Manager in managing business administration aspects such as Personnel & General Administration, Legal & Insurance, Finance & Accounting, and security and its policies & procedures that in line with the project execution strategies.
- PERSONNEL ADMINISTRATION HEAD** **Sept. ' 1997 – Mar. ' 1999**
- HEAD OFFICE.
- Responsibilities :
Assist Personnel Manager in managing industrial relation aspects, compensation & benefits, office security and its policies & procedures that in line with the corporate strategies.
- GENERAL ADM. SUPERINTENDENT** **Mar. ' 1995 – Aug. ' 1997**
- LNG TRAIN G, PT. BADAQ NGL. Co., BONTANG, EAST KALIMANTAN.
- Responsibilities :
Assist Field Business Administration Manager in managing Personnel & General Administration aspects such as Personnel administration, Camp facilities, Building and Office administration & maintenance, Offices facilities, supplies and purchasing.
- Nov. ' 1992 – Feb. ' 1995**
- LNG TRAIN F, PT. BADAQ NGL., BONTANG, KALIMANTAN TIMUR.
- Assist Field Business Administration Manager in managing Personnel & General Administration aspects such as Personnel administration, Camp facilities, Building and Office administration & maintenance, Offices facilities, supplies and purchasing.

PERSONNEL OFFICER

Oct. ' 1990 – Oct. ' 1992

HEAD OFFICE.

Responsibilities :

Assist Personnel Manager in handling industrial relation aspects, travelling arrangement & assignment, formalities & licenses, Personnel welfare & benefits, Social Insurance administration.

Sep. 1998 – Oct. 1990 TEGUH SAMUDERA, SH & ASSOCIATES, LAW FIRM

ASSISTANT LAWYER.

Responsibilities :

Assist Senior Lawyers in preparing legal documents, drafting contracts & court session documents, and as liaison officer for clients and court officer in handling cases.



Jakarta, Mei 2008

Kepada Yth,
Bapak/Ibu karyawan PT. Inti Karya Persada Tehnik
Di
Jakarta

Dengan hormat,

Berikut ini saya sampaikan satu set kuesioner yang terdiri dari 3 (tiga) bagian, masing-masing mengenai kepuasan kerja, kompensasi dan komitmen organisasi. Kuesioner ini saya perlukan untuk memperoleh data dalam rangka penyusunan tesis yang berjudul: *“Pengaruh Kepuasan Kerja dan Kompensasi terhadap Komitmen Karyawan pada Organisasi PT Inti Karya Persada Tehnik.”* Oleh karena kuesioner ini diberikan semata-mata untuk keperluan akademis, maka tidak akan berdampak pada kinerja Bapak/Ibu sebagai karyawan. Untuk itu, silahkan Bapak/Ibu merespon setiap item pernyataan dengan leluasa, dalam arti betul-betul sesuai dengan kondisi (pendapat, perasaan, pengalaman) Bapak/Ibu yang sebenarnya.

Selamat merespon, dan terima kasih atas segenap kerjasamanya.

Hormat saya,

Ferry Sugito

A. Berikan tanda “√” pada salah satu kotak yang tersedia di bawah ini sesuai dengan keadaan Bapak/Ibu.

1. Jenis kelamin: Pria
 Wanita
2. Usia: ≤ 30 tahun
 31 – 40 tahun
 41 – 50 tahun
 > 50 tahun
3. Pendidikan terakhir SLTA
 Akademi
 S1
 S2
4. Status : Kawin
 Belum kawin
5. Lama bekerja : ≤ 5 tahun
 6 – 10 tahun
 11 – 15 tahun
 16 – 20 tahun
 > 20 tahun

B. Pilihlah salah satu alternatif respon (jawaban) untuk setiap pernyataan yang paling sesuai dengan keadaan Bapak/IBu dengan membubuhkan tanda "X". Masing-masing pernyataan memiliki alternatif jawaban sebagai berikut:

SS = Sangat Setuju

S = Setuju

KS = Kurang Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

SI = Selalu

Sr = Sering

Kd = Jarang

P = Kadang-kadang

TP = Tidak Pernah

1. KEPUASAN KERJA

No	Pernyataan	Alternatif Jawaban				
		SS	S	KS	TS	STS
1	Pekerjaan saya sesuai dengan latar belakang pendidikan					
2	Pekerjaan yang saya tekuni sekarang menyenangkan					
3	Saya dapat mengembangkan potensi diri di kantor dengan leluasa					
4	Lingkungan kerja memberikan perasaan nyaman					
5	Saya dapat menyumbangkan segenap keahlian dan keterampilan untuk kepentingan kantor					
6	Pimpinan memberikan kebebasan untuk mengaktualisasikan potensi diri					
7	Pimpinan memberikan penghargaan yang pantas sesuai prestasi kerja					
8	Pimpinan menghargai pendapat saya					
9	Pimpinan memperlakukan karyawan dengan adil					
10	Pimpinan mengembangkan pola komunikasi dua arah					
11	Kolega sekerja adalah teman baik untuk berbagi rasa					
12	Saya merasa tenang ketika berada di tengah-tengah karyawan yang lain					
13	Kolega sekantor memberikan pertolongan ketika saya memerlukannya					
14	Saya bangga atas kemauan kolega sekantor mengkritik saya					
15	Kolega sekerja memberikan ucapan selamat ketika saya sedang berprestasi					
16	Kantor memberlakukan kriteria promosi jabatan untuk semua karyawan tanpa pilih kasih					
17	Kantor memberikan kesempatan promosi kepada semua karyawan					
18	Pimpinan melakukan proses promosi secara obyektif					
19	Pimpinan tidak diskriminatif dalam proses promosi jabatan					
20	Promosi jabatan dilakukan sesuai kebutuhan kantor					

2. KOMPENSASI

No	Pernyataan	Alternatif Jawaban				
		SS	S	KS	TS	STS
1	Gaji yang diberikan perusahaan memberikan perasaan tenang					
2	Gaji diberikan tepat waktu					
3	Gaji yang diberikan perusahaan menjamin kelangsungan hidup saya dan keluarga					
4	Gaji mendorong saya terus bekerja dengan baik					
5	Kenaikan gaji mengikuti perkembangan ekonomi					
6	Gaji memotivasi saya untuk berprestasi dalam bekerja					
7	Insentif diberikan secara konsisten berdasarkan prestasi					
8	Insentif yang diberikan perusahaan sesuai dengan harapan					
9	Insentif yang diberikan perusahaan membantu pemenuhan kebutuhan hidup sehari-hari					
10	Insentif yang diberikan perusahaan membuat saya lebih giat bekerja					
11	Insentif yang diberikan perusahaan sesuai dengan ketentuan yang berlaku					
12	Perusahaan memberikan tunjangan khusus untuk perlindungan dari bahaya cedera					
13	Perusahaan memberikan tunjangan hari-hari besar (raya) di luar gaji bulanan					
14	Perusahaan memberikan tunjangan khusus karena kecelakaan kerja (Astek)					
15	Perusahaan memberikan tunjangan khusus kematian (Astek/Askes/Santunan/Kompensasi)					
16	Perusahaan mengadakan wisata yang seluruh biaya transport dan akomidasinya ditanggung perusahaan					
17	Perusahaan memberikan tunjangan (bantuan pinjaman uang) perumahan					
18	Perusahaan memberikan perlindungan dari bahaya sakit dalam bentuk tunjangan (Askes)					
19	Perusahaan memberikan tunjangan (hari) cuti					
20	Perusahaan memberikan tunjangan khusus untuk usia lanjut (Kompensasi Pensiun)					

3. KOMITMEN KARYAWAN PADA ORGANISASI

No	Pernyataan	Alternatif Jawaban				
		SI	Sr	Jr	Kd	TP
1	Saya mendukung penuh filosofi kerja yang berlaku di perusahaan.					
2	Saya bekerja sesuai dengan peraturan yang berlaku di perusahaan.					
3	Saya yakin visi organisasi dapat diwujudkan dalam jangka panjang.					
4	Saya merasa optimis terhadap terwujudnya misi organisasi yang hendak diperjuangkan.					
5	Saya mengikuti nilai-nilai etika yang dikembangkan pimpinan dalam perusahaan.					
6	Saya berupaya maksimal untuk mewujudkan tujuan perusahaan.					
7	Saya bersedia kerja lembur untuk memenuhi target pekerjaan.					
8	Saya berusaha seoptimal mungkin untuk mencapai hasil kerja yang sesuai dengan standar kualitas.					
9	Saya ikhlas tidak memperoleh cuti demi tercapai tujuan perusahaan.					
10	Saya tidak mengharapkan kompensasi tambahan atas tugas/pekerjaan tambahan.					
11	Saya berusaha tetap bekerja di perusahaan ini sampai pensiun.					
12	Saya merasa nyaman menjadi bagian dari unit kerja yang sekarang.					
13	Saya tidak akan pindah kerja sekalipun memperoleh tawaran gaji yang lebih besar.					
14	Saya akan mengabdikan sepenuhnya tenaga dan pikiran untuk bekerja di perusahaan ini.					
15	Saya akan menolak tawaran dari perusahaan lain meskipun mendapatkan jabatan baru dengan fasilitas yang lebih baik.					
16	Saya tertarik pada tujuan yang hendak dicapai perusahaan.					
17	Saya merasa berkewajiban untuk ikut mewujudkan tujuan perusahaan.					
18	Saya menaruh minat besar pada nilai-nilai budaya yang dikembangkan di perusahaan.					
19	Saya merasa senang jika dapat mengikuti nilai-nilai budaya yang dikembangkan di kantor.					
20	Saya tertarik pada sasaran yang akan dicapai perusahaan.					

Hasil Uji Validitas Variabel Kepuasan Kerja (X1)

Correlations

			X1
Spearman's rho	X1_01	Correlation Coefficient	.783**
		Sig. (2-tailed)	.000
		N	30
	X1_02	Correlation Coefficient	.680**
		Sig. (2-tailed)	.000
		N	30
	X1_03	Correlation Coefficient	.722**
		Sig. (2-tailed)	.000
		N	30
	X1_04	Correlation Coefficient	.510**
		Sig. (2-tailed)	.004
		N	30
	X1_05	Correlation Coefficient	.555**
		Sig. (2-tailed)	.001
		N	30
	X1_06	Correlation Coefficient	-.160
		Sig. (2-tailed)	.398
		N	30
	X1_07	Correlation Coefficient	.760**
		Sig. (2-tailed)	.000
		N	30
	X1_08	Correlation Coefficient	.615**
		Sig. (2-tailed)	.000
		N	30
	X1_09	Correlation Coefficient	.719**
		Sig. (2-tailed)	.000
		N	30
	X1_10	Correlation Coefficient	.613**
		Sig. (2-tailed)	.000
		N	30
	X1	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	30

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

Correlations

			X1
Spearman's rho	X1_11	Correlation Coefficient	.486**
		Sig. (2-tailed)	.006
		N	30
	X1_12	Correlation Coefficient	.574**
		Sig. (2-tailed)	.001
		N	30
	X1_13	Correlation Coefficient	.578**
		Sig. (2-tailed)	.001
		N	30
	X1_14	Correlation Coefficient	.792**
		Sig. (2-tailed)	.000
		N	30
	X1_15	Correlation Coefficient	.648**
		Sig. (2-tailed)	.000
		N	30
	X1_16	Correlation Coefficient	-.074
		Sig. (2-tailed)	.696
		N	30
	X1_17	Correlation Coefficient	.648**
		Sig. (2-tailed)	.000
		N	30
	X1_18	Correlation Coefficient	.714**
		Sig. (2-tailed)	.000
		N	30
	X1_19	Correlation Coefficient	.713**
		Sig. (2-tailed)	.000
		N	30
	X1_20	Correlation Coefficient	.653**
		Sig. (2-tailed)	.000
		N	30
	X1	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	30

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

Hasil Uji Validitas Variabel Kompensasi (X2)

Correlations

			X2
Spearman's rho	X2_01	Correlation Coefficient	.703**
		Sig. (2-tailed)	.000
		N	30
	X2_02	Correlation Coefficient	.616**
		Sig. (2-tailed)	.000
		N	30
	X2_03	Correlation Coefficient	.734**
		Sig. (2-tailed)	.000
		N	30
	X2_04	Correlation Coefficient	.585**
		Sig. (2-tailed)	.001
		N	30
	X2_05	Correlation Coefficient	.624**
		Sig. (2-tailed)	.000
		N	30
	X2_06	Correlation Coefficient	.481**
		Sig. (2-tailed)	.007
		N	30
	X2_07	Correlation Coefficient	.657**
		Sig. (2-tailed)	.000
		N	30
	X2_08	Correlation Coefficient	.621**
		Sig. (2-tailed)	.000
		N	30
	X2_09	Correlation Coefficient	.672**
		Sig. (2-tailed)	.000
		N	30
	X2_10	Correlation Coefficient	-.177
		Sig. (2-tailed)	.349
		N	30
	X2	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	30

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

Correlations

			X2
Spearman's rho	X2_11	Correlation Coefficient	.493**
		Sig. (2-tailed)	.006
		N	30
	X2_12	Correlation Coefficient	.731**
		Sig. (2-tailed)	.000
		N	30
	X2_13	Correlation Coefficient	.383*
		Sig. (2-tailed)	.037
		N	30
	X2_14	Correlation Coefficient	.449*
		Sig. (2-tailed)	.013
		N	30
	X2_15	Correlation Coefficient	.565**
		Sig. (2-tailed)	.001
		N	30
	X2_16	Correlation Coefficient	.432*
		Sig. (2-tailed)	.017
		N	30
	X2_17	Correlation Coefficient	.738**
		Sig. (2-tailed)	.000
		N	30
	X2_18	Correlation Coefficient	.473**
		Sig. (2-tailed)	.008
		N	30
	X2_19	Correlation Coefficient	.452*
		Sig. (2-tailed)	.012
		N	30
	X2_20	Correlation Coefficient	.536**
		Sig. (2-tailed)	.002
		N	30
	X2	Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	30

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

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

Hasil Uji Validitas Variabel Komitmen Karyawan Pada Organisasi (Y)

Correlations

			Y
Spearman's rho	Y_01	Correlation Coefficient	.512**
		Sig. (2-tailed)	.004
		N	30
	Y_02	Correlation Coefficient	.487**
		Sig. (2-tailed)	.006
		N	30
	Y_03	Correlation Coefficient	.756**
		Sig. (2-tailed)	.000
		N	30
	Y_04	Correlation Coefficient	.744**
		Sig. (2-tailed)	.000
		N	30
	Y_05	Correlation Coefficient	-.047
		Sig. (2-tailed)	.806
		N	30
	Y_06	Correlation Coefficient	.685**
		Sig. (2-tailed)	.000
		N	30
	Y_07	Correlation Coefficient	.557**
		Sig. (2-tailed)	.001
		N	30
	Y_08	Correlation Coefficient	.540**
		Sig. (2-tailed)	.002
		N	30
	Y_09	Correlation Coefficient	.734**
		Sig. (2-tailed)	.000
		N	30
	Y_10	Correlation Coefficient	.511**
		Sig. (2-tailed)	.004
		N	30
Y		Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	30

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

Correlations

			Y
Spearman's rho	Y_11	Correlation Coefficient	.608**
		Sig. (2-tailed)	.000
		N	30
	Y_12	Correlation Coefficient	.732**
		Sig. (2-tailed)	.000
		N	30
	Y_13	Correlation Coefficient	.573**
		Sig. (2-tailed)	.001
		N	30
	Y_14	Correlation Coefficient	.669**
		Sig. (2-tailed)	.000
		N	30
	Y_15	Correlation Coefficient	.469**
		Sig. (2-tailed)	.009
		N	30
	Y_16	Correlation Coefficient	.749**
		Sig. (2-tailed)	.000
		N	30
	Y_17	Correlation Coefficient	-.014
		Sig. (2-tailed)	.942
		N	30
	Y_18	Correlation Coefficient	.602**
		Sig. (2-tailed)	.000
		N	30
	Y_19	Correlation Coefficient	.700**
		Sig. (2-tailed)	.000
		N	30
	Y_20	Correlation Coefficient	.737**
		Sig. (2-tailed)	.000
		N	30
Y		Correlation Coefficient	1.000
		Sig. (2-tailed)	.
		N	30

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

Hasil Uji Reliabilitas Variabel Kepuasan Kerja (X1)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.874
		N of Items	9 ^a
	Part 2	Value	.859
		N of Items	9 ^b
Total N of Items			18
Correlation Between Forms			.802
Spearman-Brown Coefficient	Equal Length		.890
	Unequal Length		.890
Guttman Split-Half Coefficient			.889

a. The items are: X1_01, X1_02, X1_03, X1_04, X1_05, X1_07, X1_08, X1_09, X1_10.

b. The items are: X1_11, X1_12, X1_13, X1_14, X1_15, X1_17, X1_18, X1_19, X1_20.

Item Statistics

	Mean	Std. Deviation	N
X1_01	4.6000	.56324	30
X1_02	4.3667	.55605	30
X1_03	4.0000	.69481	30
X1_04	4.0333	.49013	30
X1_05	4.1333	.50742	30
X1_07	3.6667	.75810	30
X1_08	3.9667	.55605	30
X1_09	3.9333	.73968	30
X1_10	3.9000	.54772	30
X1_11	3.9667	.71840	30
X1_12	4.0333	.55605	30
X1_13	4.2667	.52083	30
X1_14	4.3333	.66089	30
X1_15	4.1667	.69893	30
X1_17	3.7667	.85836	30
X1_18	3.8667	.62881	30
X1_19	3.8333	.69893	30
X1_20	3.8667	.62881	30

Scale Statistics

	Mean	Variance	Std. Deviation	N of Items
Part 1	36.6000	14.938	3.86496	9 ^a
Part 2	36.1000	17.059	4.13021	9 ^b
Both Parts	72.7000	57.597	7.58924	18

a. The items are: X1_01, X1_02, X1_03, X1_04, X1_05, X1_07, X1_08, X1_09, X1_10.

b. The items are: X1_11, X1_12, X1_13, X1_14, X1_15, X1_17, X1_18, X1_19, X1_20.

Hasil Uji Reliabilitas Variabel Kompensasi (X2)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.871
		N of Items	10 ^a
	Part 2	Value	.819
		N of Items	9 ^b
	Total N of Items		19
Correlation Between Forms			.726
Spearman-Brown Coefficient	Equal Length		.842
	Unequal Length		.842
Guttman Split-Half Coefficient			.832

a. The items are: X2_01, X2_02, X2_03, X2_04, X2_05, X2_06, X2_07, X2_08, X2_09, X2_11.

b. The items are: X2_12, X2_13, X2_14, X2_15, X2_16, X2_17, X2_18, X2_19, X2_20.

Item Statistics

	Mean	Std. Deviation	N
X2_01	3.8000	.61026	30
X2_02	4.2000	.40684	30
X2_03	3.9000	.71197	30
X2_04	4.0667	.58329	30
X2_05	3.5000	.68229	30
X2_06	4.1333	.50742	30
X2_07	3.3333	.80230	30
X2_08	3.2333	.67891	30
X2_09	4.1333	.57135	30
X2_11	3.5667	.62606	30
X2_12	3.9333	.63968	30
X2_13	4.3667	.49013	30
X2_14	4.2000	.48423	30
X2_15	4.1333	.62881	30
X2_16	3.1000	1.02889	30
X2_17	3.9000	.66176	30
X2_18	4.2333	.43018	30
X2_19	4.1000	.48066	30
X2_20	4.1667	.37905	30

Scale Statistics

	Mean	Variance	Std. Deviation	N of Items
Part 1	37.8667	18.189	4.26480	10 ^a
Part 2	36.1333	12.257	3.50107	9 ^b
Both Parts	74.0000	52.138	7.22066	19

a. The items are: X2_01, X2_02, X2_03, X2_04, X2_05, X2_06, X2_07, X2_08, X2_09, X2_11.

b. The items are: X2_12, X2_13, X2_14, X2_15, X2_16, X2_17, X2_18, X2_19, X2_20.

Hasil Uji Reliabilitas Variabel Komitmen Karyawan Pada Organisasi (Y)

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded ^a	0	.0
	Total	30	100.0

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

Reliability Statistics

Cronbach's Alpha	Part 1	Value	.839
		N of Items	9 ^a
	Part 2	Value	.847
Correlation Between Forms	Total N of Items	N of Items	9 ^b
		Value	.851
	Spearman-Brown Coefficient	Equal Length	.919
Guttman Split-Half Coefficient	Unequal Length	.919	
			.918

a. The items are: Y_01, Y_02, Y_03, Y_04, Y_06, Y_07, Y_08, Y_09, Y_10.

b. The items are: Y_11, Y_12, Y_13, Y_14, Y_15, Y_16, Y_18, Y_19, Y_20.

Item Statistics

	Mean	Std. Deviation	N
Y_01	4.4000	.67466	30
Y_02	4.5333	.50742	30
Y_03	3.9667	.85029	30
Y_04	3.9000	.88474	30
Y_06	4.4333	.50401	30
Y_07	4.2000	.61026	30
Y_08	4.6333	.49013	30
Y_09	3.7333	.78492	30
Y_10	3.2333	.89763	30
Y_11	3.5667	1.10433	30
Y_12	4.2000	.66436	30
Y_13	3.4333	.81720	30
Y_14	4.2000	.76112	30
Y_15	3.0000	.74278	30
Y_16	4.0667	.63968	30
Y_18	4.1000	.66176	30
Y_19	4.0333	.66868	30
Y_20	4.1333	.57135	30

Scale Statistics

	Mean	Variance	Std. Deviation	N of Items
Part 1	37.0333	17.757	4.21396	9 ^a
Part 2	34.7333	20.547	4.53289	9 ^b
Both Parts	71.7667	70.806	8.41462	18

a. The items are: Y_01, Y_02, Y_03, Y_04, Y_06, Y_07, Y_08, Y_09, Y_10.

b. The items are: Y_11, Y_12, Y_13, Y_14, Y_15, Y_16, Y_18, Y_19, Y_20.

Hasil Penelitian

Correlations

			Komitmen karyawan pada organisasi (Y)	Kepuasan kerja (X1)
Spearman's rho	Komitmen karyawan pada organisasi (Y)	Correlation Coefficient	1.000	.598**
		Sig. (2-tailed)	.	.000
		N	83	83
	Kepuasan kerja (X1)	Correlation Coefficient	.598**	1.000
		Sig. (2-tailed)	.000	.
		N	83	83

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

Correlations

			Komitmen karyawan pada organisasi (Y)	Kompensasi (X2)
Spearman's rho	Komitmen karyawan pada organisasi (Y)	Correlation Coefficient	1.000	.689**
		Sig. (2-tailed)	.	.000
		N	83	83
	Kompensasi (X2)	Correlation Coefficient	.689**	1.000
		Sig. (2-tailed)	.000	.
		N	83	83

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

Output Responden

Jenis kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	76	91.6	91.6	91.6
	Wanita	7	8.4	8.4	100.0
	Total	83	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< = 30 tahun	19	22.9	22.9	22.9
	31 - 40 tahun	39	47.0	47.0	69.9
	41 - 50 tahun	24	28.9	28.9	98.8
	> 50 tahun	1	1.2	1.2	100.0
	Total	83	100.0	100.0	

Pendidikan terakhir

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	2	2.4	2.4	2.4
	Akademi	7	8.4	8.4	10.8
	S1	68	81.9	81.9	92.8
	S	6	7.2	7.2	100.0
	Total	83	100.0	100.0	

Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Kawin	71	85.5	85.5	85.5
	Belum kawin	12	14.5	14.5	100.0
	Total	83	100.0	100.0	

Lama bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< = 5 tahun	20	24.1	24.1	24.1
	6 - 10 tahun	13	15.7	15.7	39.8
	11 - 15 tahun	39	47.0	47.0	86.7
	16 - 20 tahun	10	12.0	12.0	98.8
	> 20 tahun	1	1.2	1.2	100.0
	Total	83	100.0	100.0	