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LAMPIRAN 1

KUESIONER

KUESIONER PENELITIAN

PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA
TERHADAP LOYALITAS KARYAWAN MELALUI KEPUASAN KERJA
SEBAGAI VARIABEL INTERVENING
(Studi Kasus Pada Karyawan BNI Cabang Makassar)

Berilah tanda cek (√) pada salah satu jawaban yang paling tepat dan sesuai menurut pendapat dan pengalaman Anda bersama Garuda Indonesia.

Keterangan:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

Variabel Kompensasi (*Compensation*) X1

No	Pertanyaan	STS	TS	N	S	SS
1.	Gaji yang diberikan sesuai dengan pekerjaan yang saya kerjakan					
.2	Insentif yang diberikan sesuai dengan pengorbanan yang saya lakukan					
3.	Fasilitas (jaminan asuransi) yang diberikan sudah sesuai dengan kebutuhan pekerjaan					
4.	Tunjangan yang diberikan sesuai dengan beban kerja yang saya terima					

Variabel Lingkungan Kerja (*Job Environment*) X2

No	Pertanyaan	STS	TS	N	S	SS
Suasana Kerja						
1.	Tempat kerja saya saat ini, cukup terang dan bebas dari cahaya yang menyilaukan					

2.	Petunjuk kerja, peralatan, ukuran dan gambar-gambar yang ditempelkan untuk pekerjaan ini mudah dibaca dan dipahami.					
Hubungan Dengan Rekan Kerja						
3.	Rekan sekerja saya mau mendengarkan saya berkaitan dengan masalah pekerjaan yang saya hadapi					
4.	Fasilitas kerja diberikan kepada karyawan dalam upaya peningkatan prestasi kerja karyawan.					
Ketersediaan Fasilitas Kerja						
5.	Ketersediaan peralatan/mesin yang modern menunjang pekerjaan saya					
6.	Ketersediaan fasilitas keselamatan kerja bagi setiap karyawan sudah cukup memadai					

Variabel Kepuasan Kerja (*Job Satisfaction*) Z

No	Pertanyaan	STS	TS	N	S	SS
1.	Saya merasa puas terhadap pemberian gaji yang sesuai dengan jabatan yang saya miliki					
2.	Saya merasa puas terhadap pekerjaan saya karena sudah sesuai dengan kemampuan yang saya miliki					
3.	Saya merasa puas terhadap kesempatan memperoleh peningkatan karir selama bekerja					
4.	Saya merasa puas terhadap bimbingan yang diberikan oleh atasan dalam membantu melaksanakan pekerjaan					
5.	Saya merasa puas terhadap semua rekan kerja dalam hal kerja sama menyelesaikan pekerjaan					

Variabel Loyalitas Karyawan (*Employee Loyalty*) Y

No	Pertanyaan	STS	TS	N	S	SS
1.	Saya selalu menaati peraturan yang berlaku di kantor BNI cabang Makassar dimana saya bekerja					
2.	Saya akan bertanggung jawab atas setiap tugas yang dilimpahkan kepada saya					
3.	Saya akan mengabdikan kepada perusahaan dengan senantiasa mengerjakan setiap pekerjaan yang dilimpahkan kepada saya dengan baik					
4.	Saya selalu melaporkan hasil kerja kepada atasan sesuai dengan apa adanya.					

THANK YOU

GOD BLESS YOU

LAMPIRAN 2

TABULASI DATA PENELITIAN

No	X1				Total	X2						Total
	X1.1	X1.2	X1.3	X1.4	X1	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2
1	5	4	5	5	19	5	5	5	5	5	5	30
2	4	4	4	4	16	4	3	5	4	3	5	24
3	4	4	4	4	16	5	4	4	4	4	5	26
4	2	2	3	2	9	4	3	3	3	4	4	21
5	4	3	4	4	15	5	4	5	4	4	5	27
6	5	5	4	4	18	5	3	5	5	4	5	27
7	3	4	4	3	14	5	4	4	4	4	5	26
8	4	4	4	4	16	5	4	4	4	4	5	26
9	4	4	3	4	15	5	3	4	4	5	5	26
10	3	3	4	3	13	5	4	4	4	5	5	27
11	3	4	3	4	14	3	3	3	4	4	3	20
12	2	2	2	3	9	3	4	3	3	4	3	20
13	5	5	4	4	18	4	5	5	4	5	4	27
14	4	4	4	4	16	4	3	5	4	5	4	25
15	4	4	4	3	15	5	4	4	4	4	5	26
16	4	4	5	4	17	3	3	4	4	4	3	21
17	3	3	3	3	12	4	5	3	4	5	4	25
18	3	3	3	2	11	5	3	2	4	3	5	22
19	4	5	5	4	18	4	4	5	5	5	4	27
20	3	3	3	3	12	5	5	3	3	3	5	24
21	3	3	3	2	11	4	4	2	5	3	5	23
22	4	4	4	4	16	3	5	4	5	3	4	24
23	5	4	4	4	17	5	5	4	4	5	5	28
24	4	4	4	3	15	4	4	4	3	4	4	23
25	4	5	4	4	17	5	4	4	4	5	5	27
26	3	4	3	3	13	5	3	4	4	4	5	25
27	3	3	3	3	12	4	4	3	4	4	4	23
28	3	3	2	2	10	5	5	4	4	4	4	26
29	2	3	3	3	11	5	3	4	4	4	5	25
30	4	5	3	4	16	5	4	4	4	5	5	27
31	5	4	5	4	18	5	3	4	4	5	5	26
32	4	4	4	4	16	4	3	3	5	5	4	24
33	3	4	3	4	14	4	3	4	4	4	4	23
34	4	4	5	3	16	5	5	5	5	4	5	29
35	4	4	4	5	17	4	4	4	4	4	4	24
36	3	4	2	3	12	4	5	4	4	5	4	26
37	4	4	4	3	15	4	4	4	4	5	5	26
38	5	5	5	5	20	4	4	4	4	4	4	24
39	5	5	5	5	20	5	5	5	5	5	5	30
40	5	5	5	5	20	5	5	5	5	5	5	30
41	4	4	4	3	15	4	4	3	4	4	4	23

42	4	4	3	3	14	4	4	4	4	5	4	25
43	5	5	4	4	18	5	4	5	4	4	5	27
44	3	4	4	3	14	5	4	4	4	4	5	26
45	3	3	3	3	12	4	3	3	3	3	4	20
46	4	4	3	4	15	4	4	4	4	5	5	26
47	3	3	4	3	13	5	4	4	4	5	5	27
48	3	4	3	4	14	3	3	3	4	4	3	20
49	2	2	2	3	9	3	4	3	3	4	3	20
50	4	4	3	3	14	3	4	4	3	4	3	21
51	4	4	4	4	16	4	3	5	4	5	4	25
52	4	4	4	3	15	5	4	4	4	4	5	26
53	4	4	5	4	17	3	3	4	4	4	3	21
54	3	3	3	3	12	4	4	4	4	5	4	25
55	3	3	3	2	11	4	3	3	4	4	4	22
56	4	5	5	4	18	4	4	5	5	5	4	27
57	3	3	3	3	12	5	4	3	4	4	4	24
58	3	3	3	2	11	4	4	3	4	4	4	23
59	4	4	4	4	16	3	5	4	5	3	4	24
60	5	4	4	4	17	5	5	4	4	5	5	28
61	5	5	5	4	19	5	5	5	4	5	5	29
62	4	5	4	4	17	5	4	4	4	5	5	27

No	Z					Total Z	Y				Total Y
	Z.1	Z.2	Z.3	Z.4	Z.5		Y.1	Y.2	Y.3	Y.4	
1	5	5	5	5	5	25	5	5	5	5	20
2	4	4	4	4	4	20	4	4	4	4	16
3	4	4	4	4	4	20	4	4	4	4	16
4	3	3	3	2	3	14	2	2	3	2	9
5	5	5	4	4	5	23	4	4	5	4	17
6	5	5	4	4	5	23	5	5	5	5	20
7	4	4	4	4	4	20	4	4	4	4	16
8	4	4	4	4	4	20	4	3	4	4	15
9	5	4	5	4	5	23	5	4	5	5	19
10	5	4	4	4	5	22	4	4	4	4	16
11	4	4	4	5	4	21	4	3	4	4	15
12	3	3	3	3	3	15	3	2	2	3	10
13	5	5	5	5	5	25	5	5	5	5	20
14	4	4	5	5	4	22	5	4	4	4	17
15	4	4	4	4	4	20	4	4	4	4	16
16	3	3	3	5	3	17	2	4	4	4	14
17	5	4	4	4	5	22	4	4	4	4	16
18	3	3	3	3	3	15	2	3	3	3	11
19	5	4	5	5	5	24	3	3	4	3	13
20	3	3	3	3	3	15	3	3	3	3	12
21	4	4	3	3	4	18	4	3	3	3	13
22	4	4	4	4	4	20	4	4	4	4	16
23	5	4	5	4	5	23	4	5	5	4	18
24	4	4	4	4	4	20	4	4	4	4	16
25	5	4	5	4	5	23	5	4	4	4	17
26	4	4	4	3	4	19	4	3	4	4	15
27	4	4	3	3	4	18	3	4	3	3	13
28	4	4	5	4	4	21	4	4	4	4	16
29	3	4	3	2	3	15	2	2	3	3	10
30	4	4	4	5	4	21	4	5	4	4	17
31	5	4	4	4	4	21	5	4	5	5	19
32	5	4	4	3	5	21	3	4	4	4	15
33	4	4	4	3	4	19	4	4	3	3	14
34	5	5	5	5	5	25	4	5	5	4	18
35	5	5	5	4	5	24	5	4	5	5	19
36	4	3	4	3	4	18	4	3	3	4	14
37	5	4	5	5	5	24	5	4	5	5	19
38	5	5	5	4	5	24	5	4	5	5	19
39	5	5	5	5	5	25	5	5	5	5	20
40	5	5	5	5	5	25	5	5	5	5	20
41	4	3	4	4	5	20	4	3	3	4	14
42	4	4	3	5	4	20	4	4	4	4	16
43	5	5	4	4	5	23	5	5	5	5	20

44	4	4	4	4	4	20	4	4	4	4	16
45	3	3	3	3	3	15	3	2	3	3	11
46	5	4	5	4	5	23	5	4	5	5	19
47	5	4	4	4	5	22	4	5	5	4	18
48	4	4	4	5	4	21	2	2	3	3	10
49	3	3	3	3	3	15	3	2	2	3	10
50	4	4	4	4	4	20	4	4	4	4	16
51	4	4	5	5	4	22	5	5	4	5	19
52	4	4	4	4	4	20	4	4	4	4	16
53	3	3	3	5	3	17	2	4	4	4	14
54	5	4	4	4	5	22	4	4	4	4	16
55	3	3	3	3	3	15	2	3	3	3	11
56	5	4	5	5	5	24	3	3	4	3	13
57	3	3	3	3	3	15	3	3	3	3	12
58	4	4	3	3	4	18	4	3	3	3	13
59	4	4	4	4	4	20	4	4	4	4	16
60	5	4	5	4	5	23	4	4	5	4	17
61	5	5	5	5	5	25	5	5	5	5	20
62	5	4	5	4	5	23	5	4	4	4	17

LAMPIRAN 3

OUT PUT OLAH DATA SPSS

**STATISTIK DESKRIPTIF
COMPENSATION**

Statistics

		X1.1	X1.2	X1.3	X1.4
N	Valid	62	62	62	62
	Missing	0	0	0	0
Mean		3.73	3.85	3.71	3.52
Mode		4	4	4	4
Minimum		2	2	2	2
Maximum		5	5	5	5

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6.5	6.5	6.5
3	20	32.3	32.3	38.7
Valid 4	27	43.5	43.5	82.3
5	11	17.7	17.7	100.0
Total	62	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	4.8	4.8	4.8
3	15	24.2	24.2	29.0
Valid 4	32	51.6	51.6	80.6
5	12	19.4	19.4	100.0
Total	62	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	6.5	6.5	6.5
3	21	33.9	33.9	40.3
Valid 4	26	41.9	41.9	82.3
5	11	17.7	17.7	100.0
Total	62	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	9.7	9.7	9.7
3	23	37.1	37.1	46.8
Valid 4	28	45.2	45.2	91.9
5	5	8.1	8.1	100.0
Total	62	100.0	100.0	

JOB ENVIRONMENT**Statistics**

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6
N	Valid	62	62	62	62	62	62
	Missing	0	0	0	0	0	0
Mean		4.32	3.94	3.94	4.06	4.29	4.39
Mode		5	4	4	4	4	5
Minimum		3	3	2	3	3	3
Maximum		5	5	5	5	5	5

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
3	9	14.5	14.5	14.5
Valid 4	24	38.7	38.7	53.2
5	29	46.8	46.8	100.0
Total	62	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
3	18	29.0	29.0	29.0
Valid 4	30	48.4	48.4	77.4
5	14	22.6	22.6	100.0
Total	62	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.2	3.2	3.2
3	14	22.6	22.6	25.8
Valid 4	32	51.6	51.6	77.4
5	14	22.6	22.6	100.0
Total	62	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	11.3	11.3	11.3
Valid 4	44	71.0	71.0	82.3
5	11	17.7	17.7	100.0
Total	62	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	11.3	11.3	11.3
Valid 4	30	48.4	48.4	59.7
5	25	40.3	40.3	100.0
Total	62	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
3	7	11.3	11.3	11.3
Valid 4	24	38.7	38.7	50.0
5	31	50.0	50.0	100.0
Total	62	100.0	100.0	

JOB SATISFACTION

Statistics

		Z.1	Z.2	Z.3	Z.4	Z.5
N	Valid	62	62	62	62	62
	Missing	0	0	0	0	0
Mean		4.24	3.98	4.08	3.98	4.24
Mode		5	4	4	4	5
Minimum		3	3	3	2	3
Maximum		5	5	5	5	5

Z.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	11	17.7	17.7	17.7
	4	25	40.3	40.3	58.1
	5	26	41.9	41.9	100.0
	Total	62	100.0	100.0	

Z.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	12	19.4	19.4	19.4
	4	39	62.9	62.9	82.3
	5	11	17.7	17.7	100.0
	Total	62	100.0	100.0	

Z.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	24.2	24.2	24.2
	4	27	43.5	43.5	67.7
	5	20	32.3	32.3	100.0
	Total	62	100.0	100.0	

Z.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.2	3.2	3.2
3	14	22.6	22.6	25.8
Valid 4	29	46.8	46.8	72.6
5	17	27.4	27.4	100.0
Total	62	100.0	100.0	

Z.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	11	17.7	17.7	17.7
Valid 4	25	40.3	40.3	58.1
5	26	41.9	41.9	100.0
Total	62	100.0	100.0	

EMPLOYEE LOYALTY**Statistics**

		Y.1	Y.2	Y.3	Y.4
N	Valid	62	62	62	62
	Missing	0	0	0	0
Mean		3.90	3.79	4.00	3.95
Mode		4	4	4	4
Minimum		2	2	2	2
Maximum		5	5	5	5

Y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	11.3	11.3	11.3
3	9	14.5	14.5	25.8
Valid 4	29	46.8	46.8	72.6
5	17	27.4	27.4	100.0
Total	62	100.0	100.0	

Y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	9.7	9.7	9.7
3	13	21.0	21.0	30.6
Valid 4	31	50.0	50.0	80.6
5	12	19.4	19.4	100.0
Total	62	100.0	100.0	

Y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.2	3.2	3.2
3	14	22.6	22.6	25.8
Valid 4	28	45.2	45.2	71.0
5	18	29.0	29.0	100.0
Total	62	100.0	100.0	

Y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.6	1.6	1.6
3	15	24.2	24.2	25.8
Valid 4	32	51.6	51.6	77.4
5	14	22.6	22.6	100.0
Total	62	100.0	100.0	

UJI VALIDITAS

COMPENSATION

Correlations

		X1.1	X1.2	X1.3	X1.4	X1
X1.1	Pearson Correlation	1	.789**	.730**	.697**	.920**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	62	62	62	62	62
X1.2	Pearson Correlation	.789**	1	.632**	.682**	.883**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	62	62	62	62	62
X1.3	Pearson Correlation	.730**	.632**	1	.607**	.852**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	62	62	62	62	62
X1.4	Pearson Correlation	.697**	.682**	.607**	1	.849**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	62	62	62	62	62
X1	Pearson Correlation	.920**	.883**	.852**	.849**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	62	62	62	62	62

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

X2 JOB ENVIRONMENT

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2
X2.1	Pearson Correlation	1	.199	.277*	.157	.248	.872**	.732*
	Sig. (2-tailed)		.121	.029	.224	.052	.000	.000
	N	62	62	62	62	62	62	62
X2.2	Pearson Correlation	.199	1	.230	.222	.177	.217	.544*
	Sig. (2-tailed)	.121		.072	.084	.169	.090	.000
	N	62	62	62	62	62	62	62
X2.3	Pearson Correlation	.277*	.230	1	.368*	.425**	.298*	.692*
	Sig. (2-tailed)	.029	.072		.003	.001	.019	.000
	N	62	62	62	62	62	62	62
X2.4	Pearson Correlation	.157	.222	.368**	1	.176	.286*	.536*

	Sig. (2-tailed)	.224	.084	.003		.171	.024	.000
	N	62	62	62	62	62	62	62
X2.5	Pearson Correlation	.248	.177	.425**	.176	1	.145	.568*
	Sig. (2-tailed)	.052	.169	.001	.171		.259	.000
	N	62	62	62	62	62	62	62
X2.6	Pearson Correlation	.872**	.217	.298*	.286*	.145	1	.743*
	Sig. (2-tailed)	.000	.090	.019	.024	.259		.000
	N	62	62	62	62	62	62	62
X2	Pearson Correlation	.732**	.544**	.692**	.536*	.568**	.743**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	62	62	62	62	62	62	62

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

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

JOB SATISFACTION

Correlations

	Z.1	Z.2	Z.3	Z.4	Z.5	Z	
Z.1	Pearson Correlation	1	.767**	.788**	.478**	.970**	.929**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	62	62	62	62	62	62
Z.2	Pearson Correlation	.767**	1	.641**	.467**	.731**	.825**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	62	62	62	62	62	62
Z.3	Pearson Correlation	.788**	.641**	1	.601**	.788**	.894**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	62	62	62	62	62	62
Z.4	Pearson Correlation	.478**	.467**	.601**	1	.478**	.719**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	62	62	62	62	62	62
Z.5	Pearson Correlation	.970**	.731**	.788**	.478**	1	.922**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	62	62	62	62	62	62
Z	Pearson Correlation	.929**	.825**	.894**	.719**	.922**	1

n						
Sig. (2-tailed)	.000	.000	.000	.000	.000	
N	62	62	62	62	62	62

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

EMPLOYEE LOYALTY

Correlations

		Y.1	Y.2	Y.3	Y.4	Y
Y.1	Pearson Correlation	1	.659**	.671**	.805**	.877**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	62	62	62	62	62
Y.2	Pearson Correlation	.659**	1	.790**	.753**	.889**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	62	62	62	62	62
Y.3	Pearson Correlation	.671**	.790**	1	.828**	.907**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	62	62	62	62	62
Y.4	Pearson Correlation	.805**	.753**	.828**	1	.933**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	62	62	62	62	62
Y	Pearson Correlation	.877**	.889**	.907**	.933**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	62	62	62	62	62

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

RELIABILITY

COMPENSATION

Case Processing Summary

		N	%
	Valid	62	100.0
Cases	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.899	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	11.08	4.403	.847	.841
X1.2	10.95	4.735	.791	.863
X1.3	11.10	4.712	.728	.887
X1.4	11.29	4.898	.734	.883

JOB ENVIRONMENT**Case Processing Summary**

		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.708	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	20.61	4.635	.558	.628
X2.2	21.00	5.344	.305	.711
X2.3	21.00	4.689	.485	.653
X2.4	20.87	5.655	.365	.690
X2.5	20.65	5.347	.357	.692
X2.6	20.55	4.678	.584	.621

JOB SATISFACTION

Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.907	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z.1	16.29	6.013	.883	.861
Z.2	16.55	6.973	.744	.893
Z.3	16.45	6.121	.825	.874
Z.4	16.55	6.809	.554	.934
Z.5	16.29	6.045	.871	.864

EMPLOYEE LOYALTY

Case Processing Summary

		N	%
Cases	Valid	62	100.0
	Excluded ^a	0	.0
	Total	62	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.918	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	11.74	5.014	.762	.916
Y.2	11.85	5.175	.795	.900
Y.3	11.65	5.315	.834	.887
Y.4	11.69	5.495	.887	.875

UJI REGRESI

Compensation dan Job Environment terhadap Job Satisfaction

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.842 ^a	.709	.699	1.715

a. Predictors: (Constant), Job Environment , Compensation

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	421.891	2	210.946	71.715	.000 ^b
	Residual	173.544	59	2.941		
	Total	595.435	61			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Job Environment , Compensation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.775	2.102		-.369	.714
	Compensation	.551	.096	.501	5.751	.000
	Job Environment	.527	.104	.443	5.083	.000

a. Dependent Variable: Job Satisfaction

UJI REGRESI

Compensation dan Job Environment terhadap Employee Loyalty

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.819 ^a	.670	.659	1.760

a. Predictors: (Constant), Job Environment , Compensation

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	371.424	2	185.712	59.950	.000 ^b
	Residual	182.770	59	3.098		
	Total	554.194	61			

a. Dependent Variable: Employee Loyalty

b. Predictors: (Constant), Job Environment , Compensation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.427	2.157		-2.053	.045
	Compensation	.511	.098	.481	5.195	.000
	Job Environment	.502	.106	.437	4.712	.000

a. Dependent Variable: Employee Loyalty

UJI REGRESI

Job Satisfaction terhadap Employee Loyalty

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.846 ^a	.715	.710	1.623

a. Predictors: (Constant), Job Satisfaction

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	396.204	1	396.204	150.467	.000 ^b
Residual	157.990	60	2.633		
Total	554.194	61			

a. Dependent Variable: Employee Loyalty

b. Predictors: (Constant), Job Satisfaction

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-1.103	1.381		-.799	.427
Job Satisfaction	.816	.066	.846	12.267	.000

a. Dependent Variable: Employee Loyalty

UJI REGRESI

Compensation, Job Environment dan Job Satisfaction terhadap Employee Loyalty

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.868 ^a	.754	.741	1.533

a. Predictors: (Constant), Job Satisfaction , Job Environment , Compensation

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	417.957	3	139.319	59.312	.000 ^b
Residual	136.237	58	2.349		
Total	554.194	61			

a. Dependent Variable: Employee Loyalty

b. Predictors: (Constant), Job Satisfaction , Job Environment , Compensation

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	-4.026	1.880		-2.141	.036
	Compensation	.226	.107	.212	2.108	.039
	Job Environment	.229	.111	.199	2.057	.044
	Job Satisfaction	.518	.116	.537	4.451	.000

a. Dependent Variable: Employee Loyalty