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LAMPIRAN

**Pengaruh Kompensasi dan Motivasi Terhadap Kinerja Pegawai
dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT.
Andalan Berjaya Nusantara Cabang Makassar**

Dengan hormat,

Saya Khaerul Akbar selaku mahasiswa Univeritas Hasanuddin sedang melakukan penelitian, dengan judul Pengaruh Kompensasi dan Motivasi Terhadap Kinerja Pegawai dengan Kepuasan Kerja Sebagai Variabel Intervening Pada PT. Andalan Berjaya Nusantara Cabang Makassar . Untuk itu saya mengharapkan bantuan dan kesediaan bapak/ibu untuk dapat mengisi kuesioner ini.

Data Responden

Nama :

Umur : <26

27-36

37- 46

Pendidikan Terakhir : SMA Sederajat

D1/D2/D3

S1

Keterangan Jawaban

1 =Sangat tidak setuju

2 =Tidak setuju

3 = Agak tidak Setuju

4 = Netral

5 = Agak setuju

6 = Setuju

7 = Sangat Setuju

KOMPENSASI

No.	Pernyataan	STS	TS	ATS	N	AS	S	ST
1	Saya merasa cukup dengan gaji pokok saya saat ini							
2	bonus atau insentif yang saya terima sesuai							
3	Fasilitas kantor yang diberikan mendukung produktivitas kerja saya							
4	Tunjangan yang diberikan dalam bentuk finansial maupun non finansial oleh manajemen menambah kesejahteraan pegawai							

MOTIVASI

No.	Pernyataan	STS	TS	ATS	N	AS	S	ST
1	saya berusaha untuk memberikan hasil kerja terbaik dalam setiap tugas yang saya lakukan							
2	Saya menerima penghargaan atas prestasi kerja yang saya capai							
3	Pekerjaan saya memungkinkan saya untuk menggunakan keahlian dan kreativitas saya							
4	Saya memiliki tanggung jawab yang cukup besar dalam pekerjaan saya.							
5	saya merasa memiliki kesempatan untuk menggunakan dan mengembangkan keterampilan serta potensi saya sepenuhnya di							

	perusahaan ini							
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KINERJA PEGAWAI

No.	Pernyataan	STS	TS	ATS	N	AS	S	ST
1	Saya merasa mampu mencapai target kerja yang ditetapkan oleh perusahaan							
2	Saya merasa pengetahuan yang saya miliki sudah cukup untuk melaksanakan tugas dengan baik							
3	Saya sering mengambil inisiatif untuk menyelesaikan tugas tanpa harus menunggu perintah							
4	Saya cepat untuk memahami dan memecahkan masalah yang muncul dalam pekerjaan saya							
5	Saya datang tepat waktu ke tempat kerja							

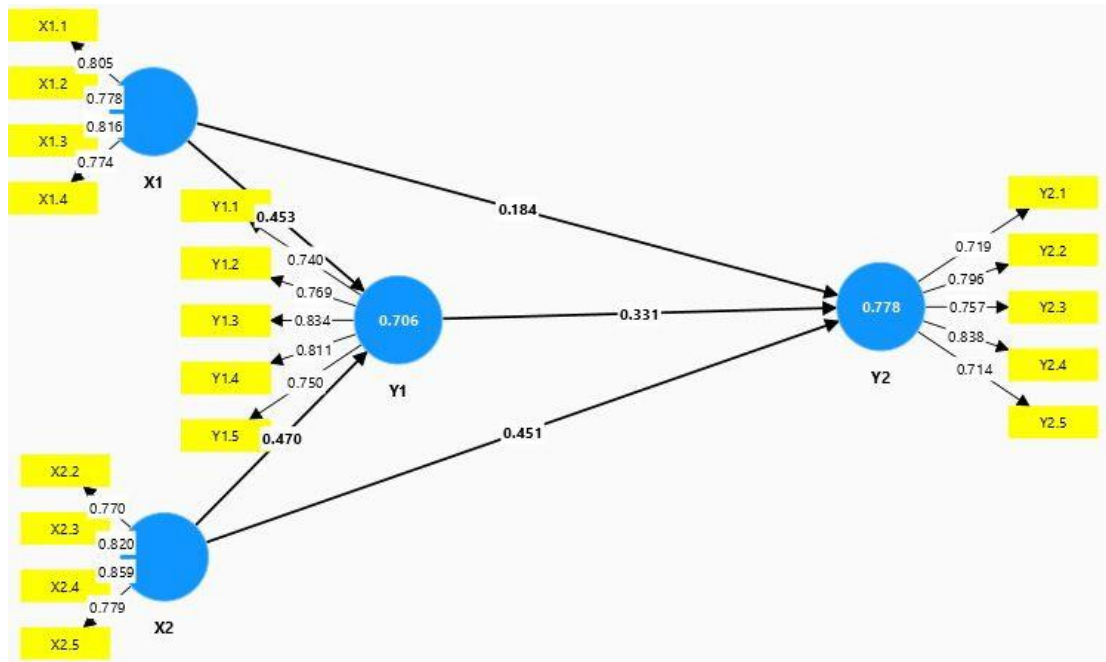
KEPUASAN KERJA

No.	Pernyataan	STS	TS	ATS	N	AS	S	ST
1	Saya puas dengan jenis pekerjaan yang saya lakukan							
2	saya puas dengan dukungan yang diberikan oleh atasan saya							
3	Saya merasa mendapatkan dukungan dari rekan sekerja saat menghadapi tantangan di tempat kerja							
4	Saya merasa memiliki peluang yang adil untuk mendapatkan promosi							

	berdasarkan kinerja saya							
5	saya merasa gaji sebdaning dengan beban kerja dan tanggung jawab yang diberikan kepada saya							

HASIL OLAH DATA

1. Model konstruk



2. Loading Faktor

	X1	X2	Y1	Y2
X1.1	0.805			
X1.2	0.778			
X1.3	0.816			
X1.4	0.774			
X2.2		0.770		
X2.3		0.820		
X2.4		0.859		
X2.5		0.779		
Y1.1			0.740	
Y1.2			0.769	
Y1.3			0.834	
Y1.4			0.811	
Y1.5			0.750	
Y2.1				0.719
Y2.2				0.796
Y2.3				0.757
Y2.4				0.838
Y2.5				0.714

3. AVE (Analysis Average Variance)

Average variance extracted (AVE)	
	0.629
	0.652
	0.611
	0.587

4. Cross Loading

	X1	X2	Y1	Y2
X1.1	0.805	0.429	0.618	0.613
X1.2	0.778	0.646	0.547	0.542
X1.3	0.816	0.374	0.650	0.570
X1.4	0.774	0.656	0.598	0.596
X2.2	0.629	0.770	0.610	0.642
X2.3	0.535	0.820	0.609	0.598
X2.4	0.563	0.859	0.684	0.738
X2.5	0.395	0.779	0.572	0.682
Y1.1	0.590	0.416	0.740	0.612
Y1.2	0.565	0.701	0.769	0.572
Y1.3	0.622	0.709	0.834	0.621
Y1.4	0.528	0.673	0.811	0.767
Y1.5	0.686	0.474	0.750	0.609
Y2.1	0.541	0.541	0.614	0.719
Y2.2	0.501	0.569	0.659	0.796
Y2.3	0.681	0.737	0.637	0.757
Y2.4	0.519	0.634	0.673	0.838
Y2.5	0.544	0.659	0.543	0.714

5. Fornell larcker Criterion

	X1	X2	Y1	Y2
X1	0.793			
X2	0.657	0.808		
Y1	0.762	0.768	0.782	
Y2	0.733	0.806	0.717	0.766

6. Cronbach's Alpha dan Composite Reliability

	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)
X1	0.804	0.805	0.872
X2	0.822	0.826	0.882
Y1	0.840	0.844	0.887
Y2	0.823	0.826	0.876

7. R- Square

	R-square	R-square adjusted
Y1	0,698	0,687
Y2	0,749	0,735

N

8. Kolinearitas VI

	T statistics (O/STDEV)	P values
X1 -> Y2	1.986	0.024
X2 -> Y2	1.992	0.023

9. Koefisien Jalur (*path coefficients*)

	Path coefficients
X1 -> Y1	0.453
X1 -> Y2	0.184
X2 -> Y1	0.470
X2 -> Y2	0.451
Y1 -> Y2	0.331

10. Analisis Pengaruh Langsung dan tidak langsung

	Original sample (O)	Sample mean (M)	deviation (STDEV)	T statistics (O/STDEV)	P values
X1 -> Y1	0.453	0.457	0.107	4.233	0.000
X1 -> Y2	0.184	0.184	0.111	1.668	0.048
X2 -> Y1	0.470	0.471	0.104	4.538	0.000
X2 -> Y2	0.451	0.451	0.093	4.854	0.000
Y1 -> Y2	0.331	0.331	0.141	2.343	0.010

	Original sample (O)	P values
X1 -> Y1 -> Y2	0.150	0.024
X2 -> Y1 -> Y2	0.155	0.023

11. Pengujian Hipotesis

	ample (O)	T statistics (O/STDEV)	Keterangan	P values
X1 -> Y1	0.477	3.977	<1,96	0.000
X1 -> Y2	0.211	1.824	<1,96	0.034
X2 -> Y1	0.434	3.704	<1,96	0.000
X2 -> Y2	0.339	3.569	<1,96	0.000
Y1 -> Y2	0.397	2.831	<1,96	0.002

x1.1	x1.2	x1.3	x1.4	x1.5	x2.1	x2.2	x2.3	x2.4	x2.5	y2.1	y2.2	y2.3	y2.4	y2.5	y1.1	y1.2	y1.3	y1.4	y1.5
6	6	6	7	5	7	7	4	7	5	7	5	7	4	4	7	4	5	3	7
4	5	2	3	6	5	2	3	5	5	5	7	3	3	5	2	4	2	3	4
4	4	4	5	4	4	5	5	6	4	5	5	5	5	4	4	7	7	6	6
6	4	4	5	7	5	5	5	4	5	5	5	6	5	5	5	5	5	4	6
4	4	3	3	3	4	3	3	4	4	4	4	3	3	2	4	4	3	4	4
3	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
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3	3	3	3	2	4	3	3	4	3	3	3	3	4	3	3	2	3	3	3
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3	4	3	3	1	3	4	2	4	6	4	3	2	5	3	3	2	3	2	1
3	6	3	4	3	6	3	3	6	6	6	6	3	6	3	6	4	3	6	1
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