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## KUESIONER PENELITIAN

Yth. Bapak/Ibu Responden

Pada kesempatan ini perkenalkan saya:

Nama : Bahtiar Herman  
NIM : A012182021  
Program Studi : Magister Manajemen  
Fakultas : Ekonomi dan Bisnis UNHAS

Saat ini sedang melakukan penelitian dalam rangka penyusunan Tesis dengan Judul **Pengaruh Kompensasi Finansial, Non Finansial dan Fleksibilitas Kerja Terhadap Kinerja Driver Ojek Online dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Ojek Online Di Makassar.**

Memohon kesediaan Bapak/Ibu untuk memberikan pernyataan dengan benar dan jujur sesuai pengetahuan dan pengalamannya terhadap beberapa pernyataan yang ada pada kuesioner ini.

Sesuai dengan kode etik penelitian, jawaban Bapak/Ibu akan Kami jaga kerahasiaannya. Atas waktu dan kerja sama Bapak/Ibu diucapkan terimah kasih.

Peneliti

**Bahtiar Herman**  
A012182021



**A. Identitas Responden****Petunjuk A:** Isilah titik-titik dibawah ini.

Nama : .....

JenisKelamin

Pria : .....

Wanita : .....

Lama Bekerja  
sebagai Ojek : ..... Bulan/Tahun  
Online

Penghasilan : ..... Per Bulan

Pengeluaran : ..... Per Bulan

Pendidikan

S1 : .....

Diploma : .....

SLTA : .....

SLTP : .....

SD : .....

**Petunjuk B:**

Berilah tanda silang (X) pada pilihan jawaban yang sesuai dengan pengetahuan atau pengalaman berdasarkan keterangan jawaban pilihan seperti di bawah ini:

STS : Sangat Tidak Setuju

TS : Tidak Setuju

KS : Kurang Setuju

S : Setuju

SS : Sangat Setuju

: Tidak Pernah

: Pernah

: Kadang-kadang



SR : Sering  
SL : Selalu

### 1. Kompensasi Finansial (Kompensasi Keuangan, $X_1$ )

| No | Pernyataan  | SS | S | KS | S | STS |
|----|---|----|---|----|---|-----|
| 1. | Perusahaan memberikan upah yang sesuai dengan kebutuhan sehari-hari.                |    |   |    |   |     |
| 2. | Perusahaan memberikan upah dengan tepat waktu.                                      |    |   |    |   |     |
| 3. | Perusahaan menyediakan insentif atas prestasi yang dicapai                          |    |   |    |   |     |
| 4. | insentif memotivasi driver untuk berprestasi di tempat kerja                        |    |   |    |   |     |
| 5. | Pengguna jasa (penumpang) memberikan tip atas pelayanan lebih yang diberikan driver |    |   |    |   |     |

### 2. Kompensasi Non Finansial (Kompensasi Non Keuangan, $X_2$ )

| No | Pernyataan   | SS | S | KS | S | STS |
|----|--|----|---|----|---|-----|
| 1. | Perusahaan tempat saya bekerja, memberikan kepercayaan kepada karyawan untuk bertanggung jawabkan tugas-tugasnya |    |   |    |   |     |
| 2. | Suasana dan lingkungan kerja saya saat ini sangat nyaman dan membuat saya bergairah dalam bekerja                |    |   |    |   |     |

Perusahaan selalu membangun komunikasi dengan driver secara adil



| No | Pernyataan   | SS | S | KS | S | STS |
|----|--|----|---|----|---|-----|
| 4. | Perusahaan memberikan voucher belanja kepada para driver                 |    |   |    |   |     |
| 5. | Perusahaan memberikan layanan ekstra di kantor kepada driver secara adil |    |   |    |   |     |

### 3. Fleksibilitas Kerja (X<sub>3</sub>)

| No | Pernyataan   | SS | S | KS | S | STS |
|----|--|----|---|----|---|-----|
| 1. | Sebagai Driver Online, saya dapat menentukan waktu untuk memulai pekerjaan                   |    |   |    |   |     |
| 2. | Sebagai Driver Online, saya dapat menentukan waktu untuk mengakhiri pekerjaan                |    |   |    |   |     |
| 3. | Sebagai Driver Online, saya dapat menentukan lokasi untuk menunggu penumpang                 |    |   |    |   |     |
| 4. | Sebagai Driver Online, saya dapat menentukan durasi atau waktu kerja setiap hari             |    |   |    |   |     |
| 5. | Sebagai Driver Online, saya dapat menyetujui atau menolak permintaan yang masuk ke aplikasi. |    |   |    |   |     |

### 4. Kepuasan Kerja (Z)

| No | Pernyataan  | SS | S | KS | S | STS |
|----|---|----|---|----|---|-----|
| 1. | Manajemen perusahaan mendukung kami sebagai driver dalam melaksanakan pekerjaan |    |   |    |   |     |
|    | Lingkungan kerja sangat mendukung kami sebagai driver online                    |    |   |    |   |     |



| No | Pernyataan  | SS | S | KS | S | STS |
|----|---|----|---|----|---|-----|
| 3. | saya selalu meluangkan waktu untuk bekerja sebagai driver online                                |    |   |    |   |     |
| 4. | Sebagai driver online, saya mendapatkan pelajaran untuk bekerja secara mandiri dan professional |    |   |    |   |     |
| 5. | Manajemen perusahaan memiliki sistem dan karyawan yang profesional                              |    |   |    |   |     |

### 5. Kinerja (Y)

| No | Pernyataan  | SS | S | KS | S | STS |
|----|---|----|---|----|---|-----|
| 1. | Saya selalu mencapai target setiap bulan                          |    |   |    |   |     |
| 2. | Saya selalu tepat waktu dalam melayani permintaan pelanggan       |    |   |    |   |     |
| 3. | Saya selalu dapat bekerjasama dengan sesama driver online lainnya |    |   |    |   |     |
| 4. | Saya selalu menyelesaikan tugas tepat waktu                       |    |   |    |   |     |
| 5. | saya selalu komitmen terhadap pekerjaan                           |    |   |    |   |     |





## BIODATA

### Identitas Diri

Nama : BAHTIAR HERMAN, SE  
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Jenis Kelamin : Laki-Laki  
Alamat Rumah : BTP BLOK AF NO.35  
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### Riwayat Pendidikan

- Pendidikan Formal
  - 2001 - 2007 : SDN 2 ILOPONU
  - 2007 - 2010 : SMPN 4 PANCARIJANG
  - 2010 - 2013 : SMA NEGERI 1 PANCARIJANG
  - 2013 – 2017 : FAKULTAS EKONOMI DAN BISNIS, UNIVERSITAS  
HASANUDDIN

Demikian biodata ini dibuat dengan sebenarnya.

Makassar, 23 September 2020

**BAHTIAR HERMAN**



## LAMPIRAN HASIL SPSS 25

### KARAKTERISTIK RESPONDEN

**Jenis Kelamin**

|       |        | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------|-----------|---------|---------------|--------------------|
| Valid | Wanita | 6         | 6.0     | 6.0           | 6.0                |
|       | Pria   | 94        | 94.0    | 94.0          | 100.0              |
|       | Total  | 100       | 100.0   | 100.0         |                    |

**Lama Kerja**

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1 thn | 18        | 18.0    | 18.0          | 18.0               |
|       | 2 thn | 25        | 25.0    | 25.0          | 43.0               |
|       | 3 thn | 32        | 32.0    | 32.0          | 75.0               |
|       | 4 thn | 19        | 19.0    | 19.0          | 94.0               |
|       | 5 thn | 6         | 6.0     | 6.0           | 100.0              |
|       | Total | 100       | 100.0   | 100.0         |                    |

**Pendidikan**

|       |         | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------|-----------|---------|---------------|--------------------|
| Valid | SD      | 4         | 4.0     | 4.0           | 4.0                |
|       | SLTP    | 7         | 7.0     | 7.0           | 11.0               |
|       | SLTA    | 61        | 61.0    | 61.0          | 72.0               |
|       | Diploma | 13        | 13.0    | 13.0          | 85.0               |
|       | S1      | 15        | 15.0    | 15.0          | 100.0              |
|       | Total   | 100       | 100.0   | 100.0         |                    |



### Penghasilan

|       |                       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------------------|-----------|---------|---------------|--------------------|
| Valid | 500.000 - 2.500.000   | 52        | 52.0    | 52.0          | 52.0               |
|       | 2.600.000 - 4.500.000 | 45        | 45.0    | 45.0          | 97.0               |
|       | > 4.500.000           | 3         | 3.0     | 3.0           | 100.0              |
| Total |                       | 100       | 100.0   | 100.0         |                    |

### Pengeluaran

|       |                       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-----------------------|-----------|---------|---------------|--------------------|
| Valid | 500.000 - 2.500.000   | 83        | 83.0    | 83.0          | 83.0               |
|       | 2.600.000 - 4.500.000 | 17        | 17.0    | 17.0          | 100.0              |
|       | Total                 | 100       | 100.0   | 100.0         |                    |

## UJI VALIDITAS VARIABEL X1

### Correlations

|      |                     | Total.X1 |
|------|---------------------|----------|
| X1.1 | Pearson Correlation | .578**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
| X1.2 | Pearson Correlation | .603**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
| X1.3 | Pearson Correlation | .627**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
|      | Pearson Correlation | .595**   |



|          |                     |        |
|----------|---------------------|--------|
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| X1.5     | Pearson Correlation | .696** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| Total.X1 | Pearson Correlation | 1      |
|          | Sig. (2-tailed)     |        |
|          | N                   | 100    |

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

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

## UJI RELIABILITAS VARIABEL X1

### Reliability

Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 100 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 100 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .743             | 6          |



Optimization Software:  
[www.balesio.com](http://www.balesio.com)

### Item Statistics

|          | Mean  | Std. Deviation | N   |
|----------|-------|----------------|-----|
| X1.1     | 4.06  | .422           | 100 |
| X1.2     | 4.09  | .473           | 100 |
| X1.3     | 4.04  | .530           | 100 |
| X1.4     | 4.12  | .456           | 100 |
| X1.5     | 4.04  | .448           | 100 |
| Total.X1 | 20.35 | 1.445          | 100 |

### UJI VALIDITAS VARIABEL X2

#### Correlations

|      |                     | Total.X2 |
|------|---------------------|----------|
| X2.1 | Pearson Correlation | .476**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
| X2.2 | Pearson Correlation | .679**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
| X2.3 | Pearson Correlation | .773**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
| X2.4 | Pearson Correlation | .675**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |
| X2.5 | Pearson Correlation | .751**   |
|      | Sig. (2-tailed)     | 0.000    |
|      | N                   | 100      |



|          |                     |     |
|----------|---------------------|-----|
| Total.X2 | Pearson Correlation | 1   |
|          | Sig. (2-tailed)     |     |
|          | N                   | 100 |

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

## UJI RELIABILITAS VARIABEL X2

### Reliability Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 100 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 100 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .769             | 6          |

#### Item Statistics

|          | Mean  | Std. Deviation | N   |
|----------|-------|----------------|-----|
| X2.1     | 4.08  | .367           | 100 |
| X2.2     | 4.03  | .481           | 100 |
| X2.3     | 4.08  | .526           | 100 |
| X2.4     | 3.96  | .448           | 100 |
| X2.5     | 4.04  | .425           | 100 |
| Total.X2 | 20.19 | 1.529          | 100 |

## UJI RELIABILITAS VARIABEL X3



Optimization Software:  
[www.balesio.com](http://www.balesio.com)

### Correlations

Total.X3

|          |                     |        |
|----------|---------------------|--------|
| X3.1     | Pearson Correlation | .554** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| X3.2     | Pearson Correlation | .663** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| X3.3     | Pearson Correlation | .697** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| X3.4     | Pearson Correlation | .623** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| X3.5     | Pearson Correlation | .481** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| Total.X3 | Pearson Correlation | 1      |
|          | Sig. (2-tailed)     |        |
|          | N                   | 100    |

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

## UJI RELIABILITAS VARIABEL X3

**Reliability**  
**Scale: ALL VARIABLES**



### Case Processing Summary

|       | N   | %     |
|-------|-----|-------|
| Valid | 100 | 100.0 |

|                       |     |       |
|-----------------------|-----|-------|
| Excluded <sup>a</sup> | 0   | .0    |
| Total                 | 100 | 100.0 |

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

### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .738             | 6          |

### Item Statistics

|          | Mean  | Std. Deviation | N   |
|----------|-------|----------------|-----|
| X3.1     | 3.97  | .388           | 100 |
| X3.2     | 3.94  | .445           | 100 |
| X3.3     | 3.92  | .486           | 100 |
| X3.4     | 3.93  | .432           | 100 |
| X3.5     | 3.97  | .332           | 100 |
| Total.X3 | 19.73 | 1.278          | 100 |

## UJI VALIDITAS VARIABEL Z

### Correlations

|     |                     | Total.X4 |
|-----|---------------------|----------|
| Z.1 | Pearson Correlation | .696**   |
|     | Sig. (2-tailed)     | 0.000    |
|     | N                   | 100      |
| Z.2 | Pearson Correlation | .646**   |
|     | Sig. (2-tailed)     | 0.000    |
|     | N                   | 100      |
| Z.3 | Pearson Correlation | .686**   |
|     | Sig. (2-tailed)     | 0.000    |
|     | N                   | 100      |





|          |                     |        |
|----------|---------------------|--------|
| Z.4      | Pearson Correlation | .508** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| Z.5      | Pearson Correlation | .680** |
|          | Sig. (2-tailed)     | 0.000  |
|          | N                   | 100    |
| Total.X4 | Pearson Correlation | 1      |
|          | Sig. (2-tailed)     |        |
|          | N                   | 100    |

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

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

## UJI RELIABILITAS VARIABEL Z

### Reliability Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 100 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 100 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .754             | 6          |

#### Item Statistics

| Mean | Std. Deviation | N |
|------|----------------|---|
|------|----------------|---|



|          |       |       |     |
|----------|-------|-------|-----|
| Z.1      | 4.04  | .470  | 100 |
| Z.2      | 4.07  | .455  | 100 |
| Z.3      | 3.98  | .402  | 100 |
| Z.4      | 3.95  | .330  | 100 |
| Z.5      | 4.03  | .332  | 100 |
| Total.X4 | 20.07 | 1.289 | 100 |

## UJI VALIDITAS VARIABEL Y

### Correlations

|     |                     | Total.Y |
|-----|---------------------|---------|
| Y.1 | Pearson Correlation | .770**  |
|     | Sig. (2-tailed)     | 0.000   |
|     | N                   | 100     |
| Y.2 | Pearson Correlation | .381**  |
|     | Sig. (2-tailed)     | 0.000   |
|     | N                   | 100     |
| Y.3 | Pearson Correlation | .696**  |
|     | Sig. (2-tailed)     | 0.000   |
|     | N                   | 100     |
| Y.4 | Pearson Correlation | .502**  |
|     | Sig. (2-tailed)     | 0.000   |
|     | N                   | 100     |
| Y.5 | Pearson Correlation | .693**  |
|     | Sig. (2-tailed)     | 0.000   |
|     | N                   | 100     |
|     | Pearson Correlation | 1       |



|                 |     |
|-----------------|-----|
| Sig. (2-tailed) |     |
| N               | 100 |

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

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

## UJI RELIABILITAS VARIABEL Y

### Reliability

#### Scale: ALL VARIABLES

#### Case Processing Summary

|       |                       | N   | %     |
|-------|-----------------------|-----|-------|
| Cases | Valid                 | 100 | 100.0 |
|       | Excluded <sup>a</sup> | 0   | .0    |
|       | Total                 | 100 | 100.0 |

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

#### Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .743             | 6          |

#### Item Statistics

|         | Mean  | Std. Deviation | N   |
|---------|-------|----------------|-----|
| Y.1     | 4.26  | .579           | 100 |
| Y.2     | 4.11  | .424           | 100 |
| Y.3     | 4.16  | .487           | 100 |
| Y.4     | 4.17  | .451           | 100 |
| Y.5     | 4.18  | .500           | 100 |
| Total.Y | 20.88 | 1.519          | 100 |

## PSI VARIABEL

### Statistics



|                    |         | Kompensasi<br>Finansial | Kompensasi<br>Non Finansial | Fleksibilitas<br>Kerja | Kepuasan<br>Kerja | Kinerja |
|--------------------|---------|-------------------------|-----------------------------|------------------------|-------------------|---------|
| N                  | Valid   | 100                     | 100                         | 100                    | 100               | 100     |
|                    | Missing | 0                       | 0                           | 0                      | 0                 | 0       |
| Mean               |         | 4.070                   | 4.038                       | 3.946                  | 4.014             | 4.176   |
| Std. Error of Mean |         | .0289                   | .0306                       | .0256                  | .0258             | .0304   |
| Median             |         | 4.000                   | 4.000                       | 4.000                  | 4.000             | 4.200   |
| Mode               |         | 4.0                     | 4.0                         | 4.0                    | 4.0               | 4.0     |
| Std. Deviation     |         | .2890                   | .3058                       | .2556                  | .2578             | .3039   |
| Variance           |         | .084                    | .093                        | .065                   | .066              | .092    |
| Range              |         | 2.4                     | 2.4                         | 2.0                    | 2.0               | 2.2     |
| Minimum            |         | 2.4                     | 2.2                         | 2.4                    | 2.4               | 2.6     |
| Maximum            |         | 4.8                     | 4.6                         | 4.4                    | 4.4               | 4.8     |
| Sum                |         | 407.0                   | 403.8                       | 394.6                  | 401.4             | 417.6   |

### Kompensasi Finansial

|       |       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | 2.4   | 1         | 1.0     | 1.0           | 1.0                   |
|       | 3.6   | 3         | 3.0     | 3.0           | 4.0                   |
|       | 3.8   | 17        | 17.0    | 17.0          | 21.0                  |
|       | 4.0   | 36        | 36.0    | 36.0          | 57.0                  |
|       | 4.2   | 26        | 26.0    | 26.0          | 83.0                  |
|       | 4.4   | 12        | 12.0    | 12.0          | 95.0                  |
|       | 4.6   | 4         | 4.0     | 4.0           | 99.0                  |
|       | 4.8   | 1         | 1.0     | 1.0           | 100.0                 |
|       | Total | 100       | 100.0   | 100.0         |                       |

### Kompensasi Non Finansial

|       |     | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-----|-----------|---------|---------------|-----------------------|
| Valid | 2.2 | 1         | 1.0     | 1.0           | 1.0                   |
|       | 3.4 | 1         | 1.0     | 1.0           | 2.0                   |
|       | 3.6 | 6         | 6.0     | 6.0           | 8.0                   |
|       | 3.8 | 13        | 13.0    | 13.0          | 21.0                  |
|       | 4.0 | 43        | 43.0    | 43.0          | 64.0                  |



|  |       |     |       |       |       |
|--|-------|-----|-------|-------|-------|
|  | 4.2   | 22  | 22.0  | 22.0  | 86.0  |
|  | 4.4   | 8   | 8.0   | 8.0   | 94.0  |
|  | 4.6   | 6   | 6.0   | 6.0   | 100.0 |
|  | Total | 100 | 100.0 | 100.0 |       |

### Fleksibilitas Kerja

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.4   | 1         | 1.0     | 1.0           | 1.0                |
|       | 3.4   | 1         | 1.0     | 1.0           | 2.0                |
|       | 3.6   | 10        | 10.0    | 10.0          | 12.0               |
|       | 3.8   | 24        | 24.0    | 24.0          | 36.0               |
|       | 4.0   | 38        | 38.0    | 38.0          | 74.0               |
|       | 4.2   | 24        | 24.0    | 24.0          | 98.0               |
|       | 4.4   | 2         | 2.0     | 2.0           | 100.0              |
|       | Total |           | 100     | 100.0         | 100.0              |

### Kepuasan Kerja

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.4   | 1         | 1.0     | 1.0           | 1.0                |
|       | 3.6   | 7         | 7.0     | 7.0           | 8.0                |
|       | 3.8   | 11        | 11.0    | 11.0          | 19.0               |
|       | 4.0   | 52        | 52.0    | 52.0          | 71.0               |
|       | 4.2   | 18        | 18.0    | 18.0          | 89.0               |
|       | 4.4   | 11        | 11.0    | 11.0          | 100.0              |
|       | Total |           | 100     | 100.0         | 100.0              |

### Kinerja

|       |       | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.6   | 1         | 1.0     | 1.0           | 1.0                |
|       | 3.6   | 3         | 3.0     | 3.0           | 4.0                |
|       | 3.8   | 4         | 4.0     | 4.0           | 8.0                |
|       | 4.0   | 33        | 33.0    | 33.0          | 41.0               |
|       | 4.2   | 30        | 30.0    | 30.0          | 71.0               |
|       | 4.4   | 17        | 17.0    | 17.0          | 88.0               |
|       | Total |           | 100     | 100.0         | 100.0              |



|       |     |       |       |       |
|-------|-----|-------|-------|-------|
| 4.6   | 7   | 7.0   | 7.0   | 95.0  |
| 4.8   | 5   | 5.0   | 5.0   | 100.0 |
| Total | 100 | 100.0 | 100.0 |       |

## DESKRIPSI TANGGAPAN RESPONDEN

### X1.1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 6         | 6.0     | 6.0           | 6.0                |
|       | Setuju        | 82        | 82.0    | 82.0          | 88.0               |
|       | Sangat Setuju | 12        | 12.0    | 12.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

### X1.2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 4         | 4.0     | 4.0           | 5.0                |
|       | Setuju        | 80        | 80.0    | 80.0          | 85.0               |
|       | Sangat Setuju | 15        | 15.0    | 15.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

### X1.3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 9         | 9.0     | 9.0           | 10.0               |
|       | Setuju        | 75        | 75.0    | 75.0          | 85.0               |
|       | Sangat Setuju | 15        | 15.0    | 15.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

### X1.4

|  |  | Frequency | Percent | Valid Percent | Cumulative Percent |
|--|--|-----------|---------|---------------|--------------------|
|  |  |           |         |               |                    |



|       |               |     |       |       |       |
|-------|---------------|-----|-------|-------|-------|
| Valid | Kurang Setuju | 5   | 5.0   | 5.0   | 5.0   |
|       | Setuju        | 78  | 78.0  | 78.0  | 83.0  |
|       | Sangat Setuju | 17  | 17.0  | 17.0  | 100.0 |
|       | Total         | 100 | 100.0 | 100.0 |       |

**X1.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 5         | 5.0     | 5.0           | 6.0                |
|       | Setuju        | 83        | 83.0    | 83.0          | 89.0               |
|       | Sangat Setuju | 11        | 11.0    | 11.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X2.1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 3         | 3.0     | 3.0           | 3.0                |
|       | Setuju        | 86        | 86.0    | 86.0          | 89.0               |
|       | Sangat Setuju | 11        | 11.0    | 11.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X2.2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 7         | 7.0     | 7.0           | 8.0                |
|       | Setuju        | 80        | 80.0    | 80.0          | 88.0               |
|       | Sangat Setuju | 12        | 12.0    | 12.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X2.3**

|       |              | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1         | 1.0     | 1.0           | 1.0                |



|               |     |       |       |       |
|---------------|-----|-------|-------|-------|
| Kurang Setuju | 7   | 7.0   | 7.0   | 8.0   |
| Setuju        | 75  | 75.0  | 75.0  | 83.0  |
| Sangat Setuju | 17  | 17.0  | 17.0  | 100.0 |
| Total         | 100 | 100.0 | 100.0 |       |

**X2.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 9         | 9.0     | 9.0           | 10.0               |
|       | Setuju        | 83        | 83.0    | 83.0          | 93.0               |
|       | Sangat Setuju | 7         | 7.0     | 7.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X2.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 4         | 4.0     | 4.0           | 5.0                |
|       | Setuju        | 85        | 85.0    | 85.0          | 90.0               |
|       | Sangat Setuju | 10        | 10.0    | 10.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X3.1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 9         | 9.0     | 9.0           | 9.0                |
|       | Setuju        | 85        | 85.0    | 85.0          | 94.0               |
|       | Sangat Setuju | 6         | 6.0     | 6.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X3.2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 10        | 10.0    | 10.0          | 11.0               |
|       | Setuju        | 83        | 83.0    | 83.0          | 94.0               |





|  |               |     |       |       |       |
|--|---------------|-----|-------|-------|-------|
|  | Sangat Setuju | 6   | 6.0   | 6.0   | 100.0 |
|  | Total         | 100 | 100.0 | 100.0 |       |

**X3.3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 13        | 13.0    | 13.0          | 14.0               |
|       | Setuju        | 79        | 79.0    | 79.0          | 93.0               |
|       | Sangat Setuju | 7         | 7.0     | 7.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X3.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 10        | 10.0    | 10.0          | 11.0               |
|       | Setuju        | 84        | 84.0    | 84.0          | 95.0               |
|       | Sangat Setuju | 5         | 5.0     | 5.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**X3.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 7         | 7.0     | 7.0           | 7.0                |
|       | Setuju        | 89        | 89.0    | 89.0          | 96.0               |
|       | Sangat Setuju | 4         | 4.0     | 4.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**Z.1**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 6         | 6.0     | 6.0           | 7.0                |
|       | Setuju        | 81        | 81.0    | 81.0          | 88.0               |
|       | Sangat Setuju | 12        | 12.0    | 12.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |



**Z.2**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 7         | 7.0     | 7.0           | 7.0                |
|       | Setuju        | 79        | 79.0    | 79.0          | 86.0               |
|       | Sangat Setuju | 14        | 14.0    | 14.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**Z.3**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 6         | 6.0     | 6.0           | 7.0                |
|       | Setuju        | 87        | 87.0    | 87.0          | 94.0               |
|       | Sangat Setuju | 6         | 6.0     | 6.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**Z.4**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 8         | 8.0     | 8.0           | 8.0                |
|       | Setuju        | 89        | 89.0    | 89.0          | 97.0               |
|       | Sangat Setuju | 3         | 3.0     | 3.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

**Z.5**

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 1         | 1.0     | 1.0           | 2.0                |
|       | Setuju        | 92        | 92.0    | 92.0          | 94.0               |
|       | Sangat Setuju | 6         | 6.0     | 6.0           | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |



## Y.1

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju  | 1         | 1.0     | 1.0           | 1.0                |
|       | Kurang Setuju | 4         | 4.0     | 4.0           | 5.0                |
|       | Setuju        | 63        | 63.0    | 63.0          | 68.0               |
|       | Sangat Setuju | 32        | 32.0    | 32.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

## Y.2

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 4         | 4.0     | 4.0           | 4.0                |
|       | Setuju        | 81        | 81.0    | 81.0          | 85.0               |
|       | Sangat Setuju | 15        | 15.0    | 15.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

## Y.3

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 5         | 5.0     | 5.0           | 5.0                |
|       | Setuju        | 74        | 74.0    | 74.0          | 79.0               |
|       | Sangat Setuju | 21        | 21.0    | 21.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

## Y.4

|       |               | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|---------------|-----------|---------|---------------|--------------------|
| Valid | Kurang Setuju | 3         | 3.0     | 3.0           | 3.0                |
|       | Setuju        | 77        | 77.0    | 77.0          | 80.0               |
|       | Sangat Setuju | 20        | 20.0    | 20.0          | 100.0              |
|       | Total         | 100       | 100.0   | 100.0         |                    |

## Y.5

|       |              | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|--------------|-----------|---------|---------------|--------------------|
| Valid | Tidak Setuju | 1         | 1.0     | 1.0           | 1.0                |



|               |     |       |       |       |
|---------------|-----|-------|-------|-------|
| Kurang Setuju | 2   | 2.0   | 2.0   | 3.0   |
| Setuju        | 75  | 75.0  | 75.0  | 78.0  |
| Sangat Setuju | 22  | 22.0  | 22.0  | 100.0 |
| Total         | 100 | 100.0 | 100.0 |       |

## Regression (X1, X2, X3 terhadap Z)

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

| Model | Variables Entered  | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1     | Fleksibilitas Kerja, Kompensasi Finansial, Kompensasi Non Finansial <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .758 <sup>a</sup> | .575     | .561              | .1708                      | 1.815         |

a. Predictors: (Constant), Fleksibilitas Kerja, Kompensasi Finansial, Kompensasi Non Finansial

b. Dependent Variable: Kepuasan Kerja

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 3.781          | 3  | 1.260       | 43.226 | .000 <sup>b</sup> |
|       | Residual   | 2.799          | 96 | .029        |        |                   |
|       | Total      | 6.580          | 99 |             |        |                   |

Dependent Variable: Kepuasan Kerja

Predictors: (Constant), Fleksibilitas Kerja, Kompensasi Finansial, Kompensasi Non Finansial



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

| Model |                          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|--------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                          | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)               | .811                        | .283       |                           | 2.862 | .005 |                         |       |
|       | Kompensasi Finansial     | .310                        | .082       | .348                      | 3.782 | .000 | .525                    | 1.906 |
|       | Kompensasi Non Finansial | .166                        | .080       | .197                      | 2.078 | .040 | .495                    | 2.022 |
|       | Fleksibilitas Kerja      | .322                        | .100       | .319                      | 3.209 | .002 | .447                    | 2.236 |

a. Dependent Variable: Kepuasan Kerja

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

| Model | Dimension | Eigenvalue | Condition Index | (Constant) | Variance Proportions |                          |                     |
|-------|-----------|------------|-----------------|------------|----------------------|--------------------------|---------------------|
|       |           |            |                 |            | Kompensasi Finansial | Kompensasi Non Finansial | Fleksibilitas Kerja |
| 1     | 1         | 3.994      | 1.000           | .00        | .00                  | .00                      | .00                 |
|       | 2         | .003       | 36.993          | .85        | .03                  | .26                      | .01                 |
|       | 3         | .002       | 44.102          | .07        | .79                  | .47                      | .00                 |
|       | 4         | .001       | 53.910          | .09        | .18                  | .27                      | .99                 |

a. Dependent Variable: Kepuasan Kerja

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

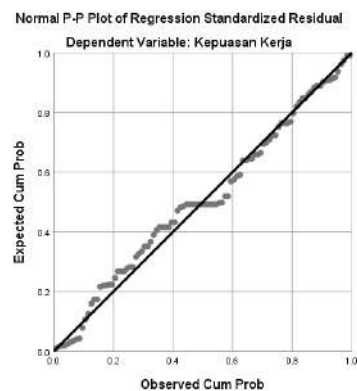
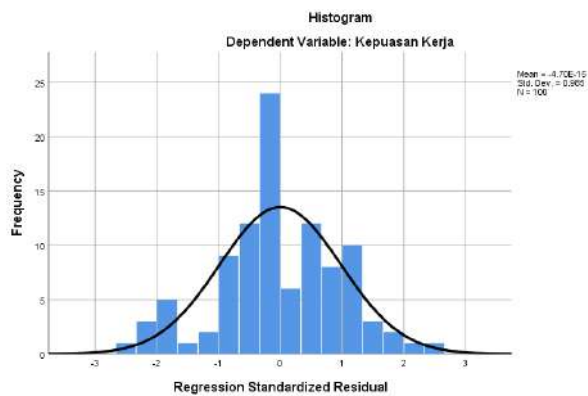
|                    | Minimum | Maximum | Mean  | Std. Deviation | N   |
|--------------------|---------|---------|-------|----------------|-----|
| Value              | 2.693   | 4.353   | 4.014 | .1954          | 100 |
| Predicted Value    | -6.758  | 1.737   | .000  | 1.000          | 100 |
| Error of Predicted | .020    | .118    | .031  | .013           | 100 |

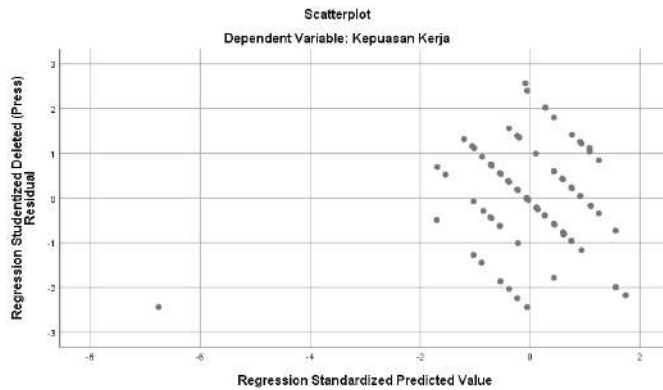


|                          |        |        |        |       |     |
|--------------------------|--------|--------|--------|-------|-----|
| Adjusted Predicted Value | 2.962  | 4.375  | 4.017  | .1799 | 100 |
| Residual                 | -.4034 | .4034  | .0000  | .1682 | 100 |
| Std. Residual            | -2.362 | 2.362  | .000   | .985  | 100 |
| Stud. Residual           | -2.378 | 2.487  | -.006  | 1.018 | 100 |
| Deleted Residual         | -.5617 | .4472  | -.0026 | .1816 | 100 |
| Stud. Deleted Residual   | -2.439 | 2.558  | -.008  | 1.030 | 100 |
| Mahal. Distance          | .348   | 46.333 | 2.970  | 5.074 | 100 |
| Cook's Distance          | .000   | 1.293  | .023   | .130  | 100 |
| Centered Leverage Value  | .004   | .468   | .030   | .051  | 100 |

a. Dependent Variable: Kepuasan Kerja

## Charts





### Regression (X1, X2, X3 terhadap Y)

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

| Model | Variables Entered  | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1     | Fleksibilitas Kerja, Kompensasi Finansial, Kompensasi Non Finansial <sup>b</sup> | .                 | Enter  |

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

#### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | .776 <sup>a</sup> | .603     | .590              | .1945                      | 2.322         |

- a. Predictors: (Constant), Fleksibilitas Kerja, Kompensasi Finansial, Kompensasi Non Finansial
- b. Dependent Variable: Kinerja



#### ANOVA<sup>a</sup>

|            | Sum of Squares | df | Mean Square | F      | Sig.              |
|------------|----------------|----|-------------|--------|-------------------|
| Regression | 5.510          | 3  | 1.837       | 48.537 | .000 <sup>b</sup> |

|          |       |    |      |  |  |
|----------|-------|----|------|--|--|
| Residual | 3.633 | 96 | .038 |  |  |
| Total    | 9.142 | 99 |      |  |  |

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Fleksibilitas Kerja, Kompensasi Finansial, Kompensasi Non Finansial

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

| Model |                          | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|--------------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |                          | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant)               | .377                        | .323       |                           | 1.168 | .246 |                         |       |
|       | Kompensasi Finansial     | .480                        | .093       | .456                      | 5.136 | .000 | .525                    | 1.906 |
|       | Kompensasi Non Finansial | .210                        | .091       | .211                      | 2.311 | .023 | .495                    | 2.022 |
|       | Fleksibilitas Kerja      | .253                        | .114       | .213                      | 2.212 | .029 | .447                    | 2.236 |

a. Dependent Variable: Kinerja

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

| Model | Dimension | Eigenvalue | Condition Index | (Constant) | Variance Proportions |                          |                     |
|-------|-----------|------------|-----------------|------------|----------------------|--------------------------|---------------------|
|       |           |            |                 |            | Kompensasi Finansial | Kompensasi Non Finansial | Fleksibilitas Kerja |
| 1     | 1         | 3.994      | 1.000           | .00        | .00                  | .00                      | .00                 |
|       | 2         | .003       | 36.993          | .85        | .03                  | .26                      | .01                 |
|       | 3         | .002       | 44.102          | .07        | .79                  | .47                      | .00                 |
|       | 4         | .001       | 53.910          | .09        | .18                  | .27                      | .99                 |

a. Dependent Variable: Kinerja

### Residuals Statistics<sup>a</sup>

|                | Minimum | Maximum | Mean  | Std. Deviation | N   |
|----------------|---------|---------|-------|----------------|-----|
| Value          | 2.598   | 4.616   | 4.176 | .2359          | 100 |
| Adjusted Value | -6.690  | 1.865   | .000  | 1.000          | 100 |

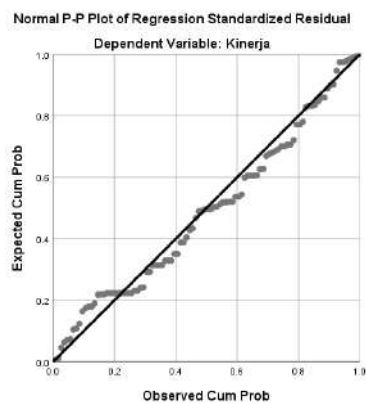
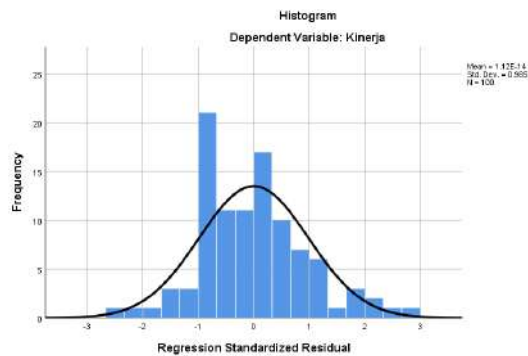


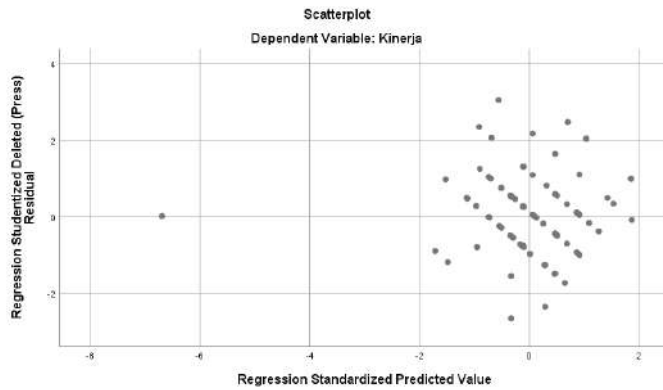


|                                   |        |        |       |       |     |
|-----------------------------------|--------|--------|-------|-------|-----|
| Standard Error of Predicted Value | .023   | .134   | .036  | .015  | 100 |
| Adjusted Predicted Value          | 2.595  | 4.618  | 4.175 | .2355 | 100 |
| Residual                          | -.4975 | .5564  | .0000 | .1916 | 100 |
| Std. Residual                     | -2.558 | 2.860  | .000  | .985  | 100 |
| Stud. Residual                    | -2.576 | 2.923  | .002  | 1.001 | 100 |
| Deleted Residual                  | -.5049 | .5811  | .0007 | .1980 | 100 |
| Stud. Deleted Residual            | -2.657 | 3.047  | .004  | 1.015 | 100 |
| Mahal. Distance                   | .348   | 46.333 | 2.970 | 5.074 | 100 |
| Cook's Distance                   | .000   | .095   | .008  | .014  | 100 |
| Centered Leverage Value           | .004   | .468   | .030  | .051  | 100 |

a. Dependent Variable: Kinerja

## Charts





## Regression (Z terhadap Y)

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

| Model | Variables Entered           | Variables Removed | Method |
|-------|-----------------------------|-------------------|--------|
| 1     | Kepuasan Kerja <sup>b</sup> | .                 | Enter  |

a. Dependent Variable: Kinerja

b. All requested variables entered.

### Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .618 <sup>a</sup> | .382     | .376              | .2401                      |

a. Predictors: (Constant), Kepuasan Kerja

b. Dependent Variable: Kinerja

### ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 3.492          | 1  | 3.492       | 60.564 | .000 <sup>p</sup> |
|       | Residual   | 5.650          | 98 | .058        |        |                   |
|       | Total      | 9.142          | 99 |             |        |                   |

Dependent Variable: Kinerja



b. Predictors: (Constant), Kepuasan Kerja

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

| Model |                | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
|       |                | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)     | 1.252                       | .376       |                           | 3.325 | .001 |
|       | Kepuasan Kerja | .728                        | .094       | .618                      | 7.782 | .000 |

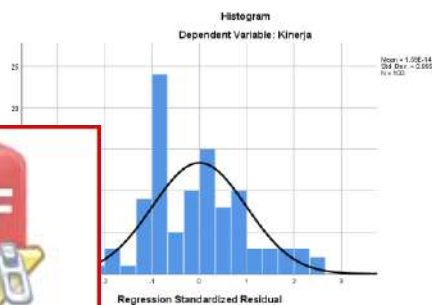
a. Dependent Variable: Kinerja

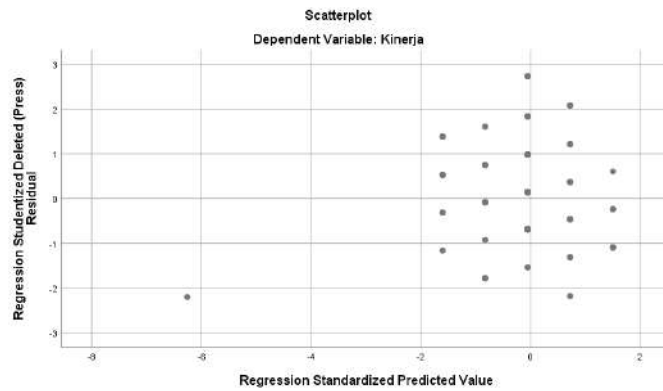
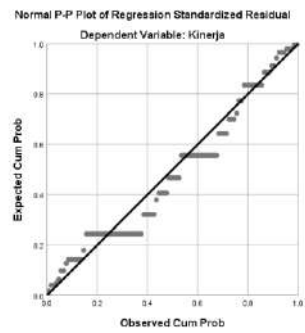
**Residuals Statistics<sup>a</sup>**

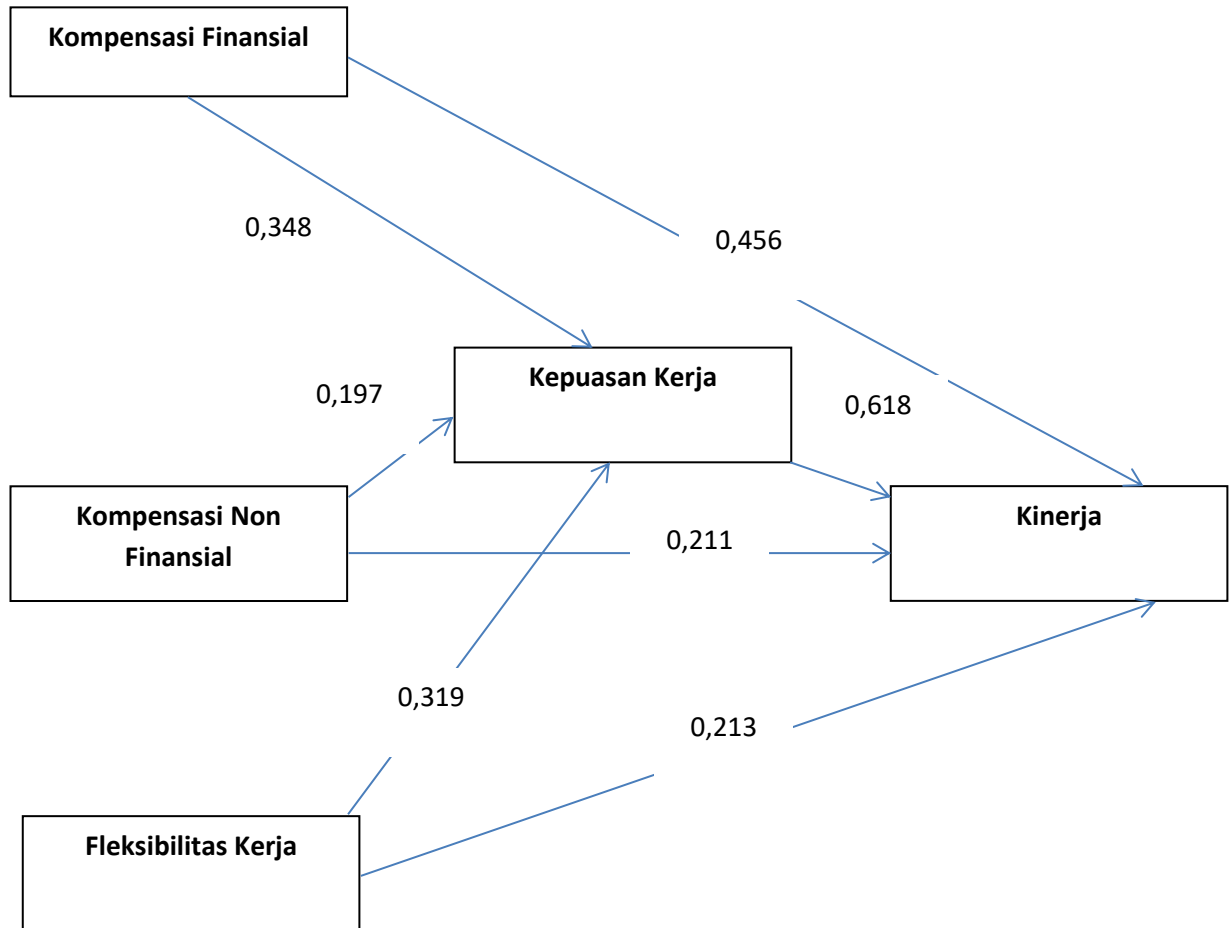
|                                   | Minimum | Maximum | Mean   | Std. Deviation | N   |
|-----------------------------------|---------|---------|--------|----------------|-----|
| Predicted Value                   | 3.000   | 4.457   | 4.176  | .1878          | 100 |
| Std. Predicted Value              | -6.260  | 1.497   | .000   | 1.000          | 100 |
| Standard Error of Predicted Value | .024    | .153    | .031   | .014           | 100 |
| Adjusted Predicted Value          | 3.274   | 4.466   | 4.179  | .1730          | 100 |
| Residual                          | -.5115  | .6342   | .0000  | .2389          | 100 |
| Std. Residual                     | -2.130  | 2.641   | .000   | .995           | 100 |
| Stud. Residual                    | -2.163  | 2.655   | -.005  | 1.012          | 100 |
| Deleted Residual                  | -.6737  | .6406   | -.0029 | .2486          | 100 |
| Stud. Deleted Residual            | -2.205  | 2.741   | -.003  | 1.023          | 100 |
| Mahal. Distance                   | .003    | 39.191  | .990   | 3.957          | 100 |
| Cook's Distance                   | .000    | 1.597   | .024   | .159           | 100 |
| Centered Leverage Value           | .000    | .396    | .010   | .040           | 100 |

a. Dependent Variable: Kinerja

## Charts

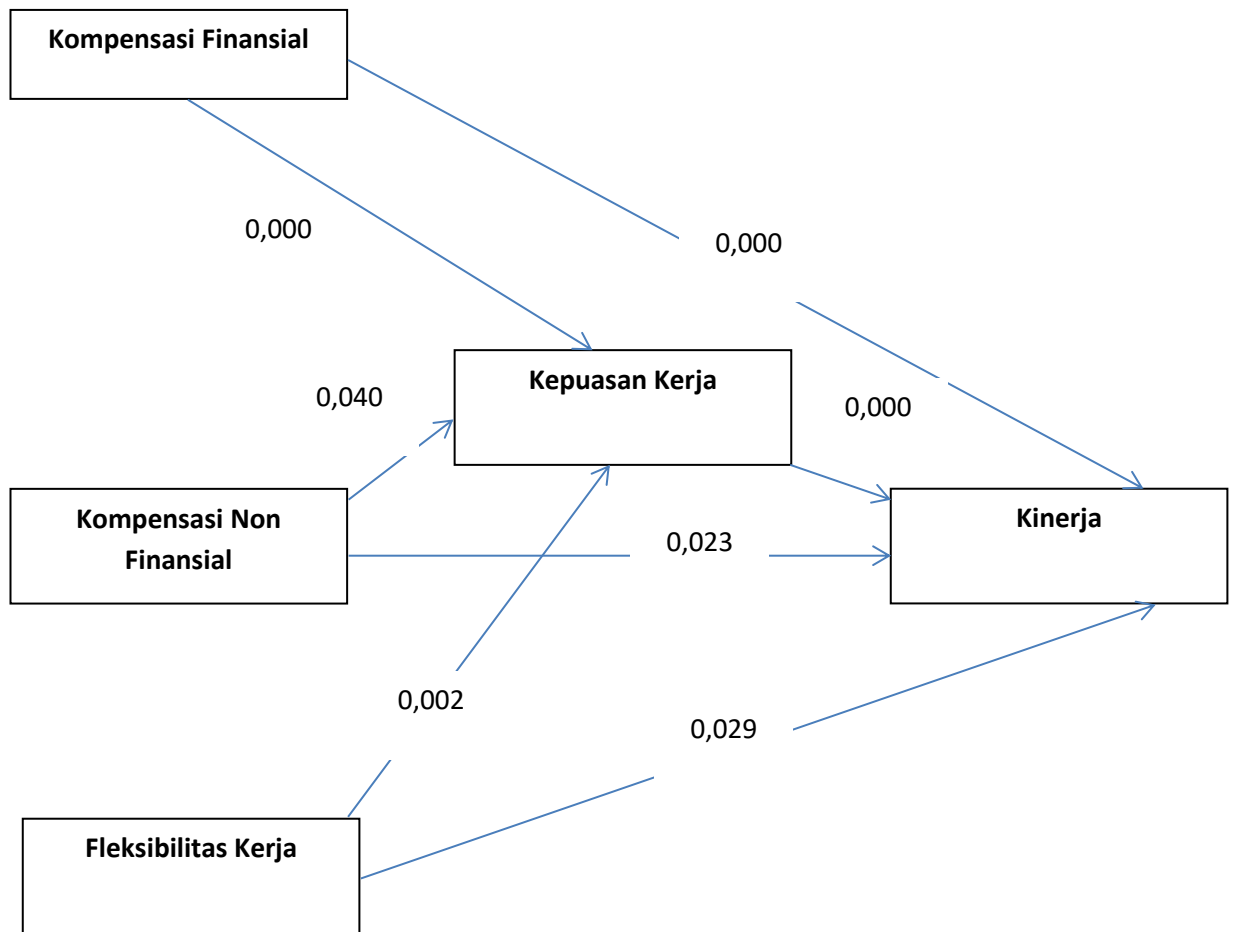






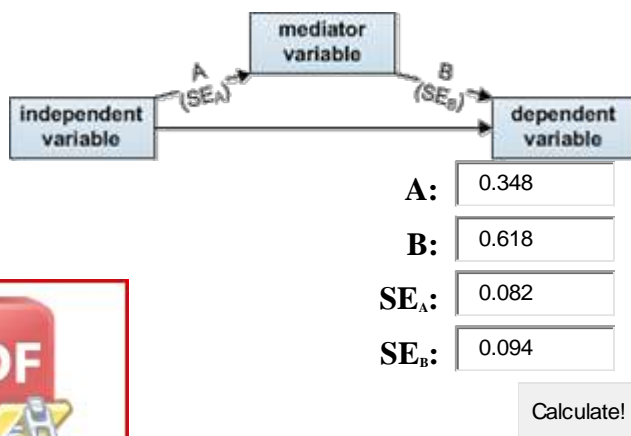
Keterangan: Angka pada gambar di atas adalah Koefisien Beta (B), yakni besaran kontribusi setiap variabel terhadap variable independen.





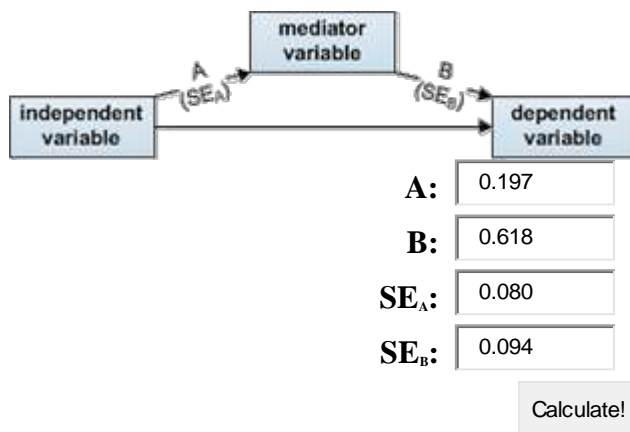
Keterangan: Angka pada gambar di atas adalah tingkat signifikansi (P).  
Dikatakan signifikan apabila nilai  $P < 0,05$ .

Sobel test X1 (Kompensasi Finansial) terhadap Y(Kinerja) melalui Z (Kepuasan Kerja)



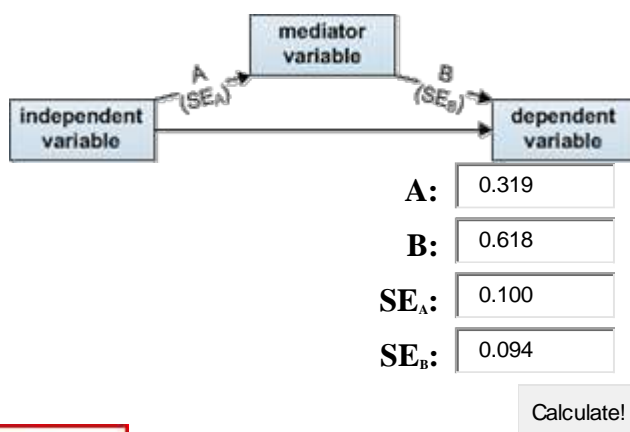
**Sobel test statistic:3.56556615**  
**One-tailed probability:0.00018154**  
**Two-tailed probability:0.00036307**

Sobel test X2 (Kompensasi Non Finansial ) terhadap Y(Kinerja) melalui Z (Kepuasan Kerja)



**Sobel test statistic:2.30604779**  
**One-tailed probability:0.01055398**  
**Two-tailed probability:0.02110796**

Sobel test X3 (Fleksibilitas Kerja) terhadap Y(Kinerja) melalui Z (Kepuasan Kerja)



**Sobel test statistic:2.86999917**  
**One-tailed probability:0.00205236**  
**Two-tailed probability:0.00410473**

