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KUESIONER

ANALISIS HUBUNGAN PEMBERIAN KOMPENSASI DAN LOYALITAS KERJA TERHADAP KINERJA KARYAWAN DI STIKES HUSADA JOMBANG

Petunjuk : Jawablah pertanyaan dibawah ini dengan mengisi titik-titik dan memberi tanda (√) pada kotak yang tersedia.

A. Data Umum

1. NAMA :

2. JABATAN :

3. UMUR

< 30 TAHUN 30-45 TAHUN
 >35 TAHUN

4. JENIS KELAMIN

LAKI-LAKI PEREMPUAN

5. PENDIDIKAN

DIPLOMA 3 SARJANA MAGISTER

DOKTOR

PETUNJUK PENGISIAN KUESIONER (ANGKET)

1. Bapak/Ibu dimohon membaca dengan cermat setiap item dan seluruh alternatif jawabannya.
2. Bapak/Ibu dimohon membubuhkan tanda cek list (\surd) pada kolom alternative jawaban yang paling sesuai menurut pemahaman, pengamatan dan pengalaman sendiri.
3. Angket ini seluruhnya terdiri dari 31 butir yang terbagi atas variabel kompensai (X) sebanyak 10 butir, Disiplin pegawai (Y_1) sebanyak 9 dan kinerja (Y_2) sebanyak 12 butir dengan alternative jawaban lima options yaitu Sangat Setuju (SS), Setuju (S), Kurang Setuju (KS), Tidak Setuju (ST) dan Sangat Tidak Setuju (STS).
4. Isilah seluruh butir dalam angket ini dengan sebenar-benarnya sesuai dengan pengamatan dan pengalaman Bapak/Ibu masingmasing.

B. Data Khusus
(Kompensasi X1)

No.	Pernyataan	SS	S	TS	STS
1.	Menurut saya Gaji yang diberikan sesuai dengan jabatan bapak/ibu				
2.	Menurut saya Gaji yang diberikan dapat memenuhi kebutuhan keluarga				
3.	Menurut saya Dengan gaji yang diperoleh saat ini, bapak/ibu dapat mengerjakan tugas-tugas yang diberikan dengan baik ?				
4.	Menurut saya Insentif diberikan kepada bapak/ibu yang berprestasi				
5.	Menurut saya Insentif memberikan semangat yang lebih dalam bekerja				
6.	Menurut saya Institusi menyediakan sarana transportasi untuk bapak/ibu				
7.	Menurut saya Lembaga menyediakan tempat parkir khusus untuk kendaraan bapak/ibu				
8.	Menurut saya Fasilitas yang di sediakan lembaga dapat menunjang pekerjaan bapak/ibu				
9.	Menurut saya Bapak/ibu mendapat dana pensiun dari lembaga				
10	Menurut saya Lembaga memberikan asuransi kesehatan kepada bapak/ibu				
11	Menurut saya Institusi memperhatikan pemenuhan kebutuhan dan fasilitas peralatan kantor maupun karyawan				
12	Menurut saya mendapatkan apresiasi dari pimpinan atas hasil kerja yang memuaskan				

Loyalitas (X2)

No.	Pernyataan	SS	S	TS	STS
1.	Menurut saya memegang teguh visi, misi dan melaksanakannya dalam tugas sehari-hari sangat penting				
2.	Menurut saya menaati peraturan institusi tanpa pengawasan yang ketat sangat di butuhkan				
3.	Menurut saya perlu melakukan usaha ekstra untuk memajukan Institusi ini				
4.	Menurut saya menghabiskan sisa karir anda di Institusi ini sangat penting				
5.	Menurut saya Menemukan kecocokan antara nilai nilai yang anda pegang dengan nilai - nilai Institusi				
6.	Menurut saya melakukan usaha yang maksimal untuk kesuksesan Institusi				
7.	Menurut saya mengikuti peraturan yang di tetapkan institusi.				
8.	Menurut saya, sanggup melaksanakan tugas sebaik-baiknya dan bertanggung jawab terhadap resiko atas apa yang dilaksanakan				
9.	Menurut sselalu dapat bekerjasama dengan sesama karyawan maupun atasan				
10	Menurut saya, bangga menjadi bagian dari institusi				
11	Menurut saya, menjaga hubungan baik dengan sesama karyawan dan atasan sangat penting				
12	Menurut saya, saya tetap bertahan karena kesetian dan pengabdian pada institusi				

Kinerja Karyawan (Y)

No.	Pernyataan	SS	S	TS	STS
1.	Menurut saya, memegang teguh visi, misi dan melaksanakannya dalam tugas sehari-hari				
2.	Anda bekerja dengan standar mutu yang telah ditetapkan di institusi ?				
3.	Anda berusaha menyelesaikan pekerjaan dengan tepat waktu ?				
4.	Dapat mengerjakan tugas dengan efektif ?				
5.	Dapat bekerja dengan cekatan, cepat, dan tepat ?				
6.	Cepat dan tanggap terhadap tugas yang baru ?				
7.	Menyelesaikan tugas sesuai dengan waktu yang telah ditentukan ?				
8.	Melapor kepada atasan jika ada masalah dalam pekerjaan ?				
9.	Datang dan pulang tepat waktu ?				
10.	Berani menerima resiko atas apa yang ia kerjakan				
11.	Mengutamakan kepentingan pekerjaan ?				
12.	Memelihara alat, sarana dan prasarana yang dipertanggung jawaban padanya				
13.	Dapat membangun hubungan baik dengan sesama rekan kerja				
14.	Dapat membangun hubungan baik dengan atasan				
15.	Memberikan kontribusi kepada tim dalam setiap kegiatan				
16.	Memberikan kritik dan saran yang membangun kepada sesama rekan kerja				
17.	Dapat menerima kritik dari rekan kerja				
18.	Bersedia melakukan pekerjaan tanpa harus diperintah atau diminta dahulu oleh atasan				
19.	Brsedia memperbaiki kesalahan tanpa harus diprintah atasan				
20.	Mampu memodifikasi pekerjaan yang diminta atasan tanpa keluar dari ketentuan yang berlaku				
21.	Mampu memberikan ide kreatif untuk kemajuan Institusi				
22.	Memanfaatkan umpan balik yang kongkrit dalam setiap kegiatan yang dilakukan				

UJI VALIDITAS DAN RELIABILITAS KOMPENSASI

Correlations

		Correlations												
		Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	JML
Q1	Pearson Correlation	1	.853**	.808**	.853**	.662**	.838**	.698**	.808**	.756**	.974**	.774**	.643**	.839**
	Sig. (2-tailed)		.000	.000	.000	.007	.000	.004	.000	.001	.000	.001	.010	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q2	Pearson Correlation	.853**	1	.974**	1.000**	.821**	.974**	.692**	.974**	.950**	.692**	.974**	.787**	.967**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.004	.000	.000	.004	.000	.001	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q3	Pearson Correlation	.808**	.974**	1	.974**	.890**	.950**	.774**	1.000**	.974**	.974**	.808**	.850**	.985**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.001	.000	.000	.000	.000	.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q4	Pearson Correlation	.853**	1.000**	.974**	1	.821**	.974**	.692**	.974**	.950**	.865**	.974**	.787**	.967**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.004	.000	.000	.000	.000	.001	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q5	Pearson Correlation	.662**	.821**	.890**	.821**	1	.803**	.841**	.890**	.865**	.890**	.803**	.963**	.917**
	Sig. (2-tailed)	.007	.000	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q6	Pearson Correlation	.838**	.974**	.950**	.974**	.803**	1	.649**	.950**	.923**	.093	.923**	.772**	.954**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.009	.000	.000	.740	.000	.001	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q7	Pearson Correlation	.698**	.692**	.774**	.692**	.841**	.649**	1	.774**	.734**	.974**	.841**	.800**	.794**
	Sig. (2-tailed)	.004	.004	.001	.004	.000	.009		.001	.002	.000	.000	.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q8	Pearson Correlation	.808**	.974**	1.000**	.974**	.890**	.950**	.774**	1	.692**	.890**	.774**	.850**	.985**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.001		.004	.000	.001	.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q9	Pearson Correlation	.756**	.950**	.974**	.950**	.865**	.923**	.734**	.974**	1	.865**	.923**	.814**	.955**
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.002	.000		.000	.000	.000	.000

	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q10	Pearson Correlation	.000	.974**	.890**	.865**	.692**	.841**	.692**	.890**	.774**	1	.923**	.734**	.974**
	Sig. (2-tailed)	1.000	.000	.000	.000	.004	.000	.004	.000	.001		.000	.002	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q11	Pearson Correlation	.756**	.950**	.734**	.974**	.974**	.890**	.950**	1.000**	.974**	.890**	1	.774**	.954**
	Sig. (2-tailed)	.001	.000	.002	.000	.000	.000	.000	.000	.000	.000		.001	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q12	Pearson Correlation	.643**	.787**	.850**	.787**	.963**	.772**	.800**	.850**	.814**	.865**	.923**	1	.888**
	Sig. (2-tailed)	.010	.001	.000	.001	.000	.001	.000	.000	.000	.000	.000		.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
JML	Pearson Correlation	.839**	.967**	.985**	.967**	.917**	.954**	.794**	.985**	.955**	.974**	.954**	.888**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	15	15	15	15	15	15	15	15	15	15	15	15	15

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	15	100.0
	Excluded ^a	0	.0
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.778	.950	13

UJI VALIDITAS DAN RELIABILITAS LOYALITAS

Correlations

Correlations

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	JML
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Q11	Pearson Correlation	.814**	.950**	.734**	.974**	.974**	.890**	.950**	1.000**	.974**	.890**	1	.774**	.865**
	Sig. (2-tailed)	.000	.000	.002	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
Q12	Pearson Correlation	.643**	.787**	.850**	.787**	.963**	.772**	.800**	.850**	.814**	.865**	.923**	1	.772**
	Sig. (2-tailed)	.010	.001	.000	.001	.000	.001	.000	.000	.000	.000	.000	.000	.001
	N	15	15	15	15	15	15	15	15	15	15	15	15	15
JML	Pearson Correlation	.800**	.974**	.985**	.967**	.917**	.954**	.803**	.985**	.955**	.923**	.865**	.772**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	15	100.0
	Excluded ^a	0	.0
	Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.724	.818	13

UJI VALIDITAS DAN RELIABILITAS KINERJA

Correlations

Correlations

	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20	Q21	Q22	JML
Q1 Pearson Correlation	1	.974**	.890**	.950**	.774**	1.000**	.974**	.803**	.808**	.850**	.985**	.974**	.890**	.950**	.774**	1.000**	.974**	.974**	.950**	.692**	.974**	.774**	.974**
Sig. (2-tailed)		.000	.000	.000	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.004	.000	.001	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q2 Pearson Correlation	.890**	1	.535*	.974**	-.058	-.167	.000	.535*	.535*	.803**	.841**	.890**	.865**	.890**	.821**	.974**	.692**	.974**	.950**	.865**	.974**	.787**	.890**
Sig. (2-tailed)	.000		.040	.000	.837	.553	1.000	.040	.040	.000	.000	.000	.000	.000	.000	.000	.004	.000	.000	.000	.000	.001	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q3 Pearson Correlation	.564*	.698**	1	.692**	.774**	.692**	-.732**	.698**	.692**	.774**	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.841**	.692**	.890**	.774**	.841**
Sig. (2-tailed)	.029	.004		.004	.001	.004	.002	.004	.004	.001	.004	.000	.009	.001	.000	.000	.000	.004	.000	.004	.000	.001	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q4 Pearson Correlation	.774**	.692**	1.000**	1	.772**	.800**	.850**	.814**	.865**	.923**	.772**	.800**	.850**	.814**	-.564*	.692**	.698**	.692**	.774**	.692**	.841**	.649**	.800**
Sig. (2-tailed)	.001	.004	.000		.001	.000	.000	.000	.000	.000	.001	.000	.000	.000	.029	.004	.004	.004	.001	.004	.000	.009	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q5 Pearson Correlation	.692**	.774**	-.732**	.698**	1	.803**	.841**	.890**	.865**	.890**	.821**	.974**	.692**	.974**	.950**	.865**	.974**	.787**	.803**	.734**	.974**	.974**	.890**
Sig. (2-tailed)	.004	.001	.002	.004		.000	.000	.000	.000	.000	.000	.000	.004	.000	.000	.000	.000	.001	.000	.002	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q6 Pearson Correlation	.643**	.787**	.850**	.787**	.963**	1	.865**	.923**	-.535*	.923**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.841**	.649**	.774**	.974**	.890**	.974**
Sig. (2-tailed)	.010	.001	.000	.001	.000		.000	.000	.040	.000	.000	.009	.001	.000	.000	.000	.004	.000	.009	.001	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q7 Pearson Correlation	.850**	.774**	-.732**	.732**	.318	.000	1	.692**	.774**	.692**	-.732**	.698**	.692**	.774**	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.841**
Sig. (2-tailed)	.000	.001	.002	.002	.248	1.000		.004	.001	.004	.002	.004	.004	.001	.004	.000	.009	.001	.000	.000	.000	.004	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q8 Pearson Correlation	.692**	.535*	.698**	.692**	.774**	-.732**	.698**	1	.985**	.967**	.985**	.967**	.917**	.954**	.794**	.985**	.955**	.800**	.787**	.888**	.985**	.967**	.985**
Sig. (2-tailed)	.004	.040	.004	.004	.001	.002	.004		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q9 Pearson Correlation	.643**	.787**	.850**	.787**	.963**	.772**	.800**	.643**	1	.774**	.974**	.890**	.865**	.692**	.841**	.692**	.890**	.774**	.774**	.974**	.890**	.865**	.890**
Sig. (2-tailed)	.010	.001	.000	.001	.000	.001	.000	.010		.001	.000	.000	.000	.004	.000	.004	.000	.001	.001	.000	.000	.000	.000

N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q10 Pearson Correlation	.772**	.800**	.692**	.974**	.950**	.808**	.756**	.974**	.890**	1	.692**	-.732**	.698**	.692**	.774**	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.974**
Sig. (2-tailed)	.001	.000	.004	.000	.000	.000	.001	.000	.000		.004	.002	.004	.004	.001	.004	.000	.009	.001	.000	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q11 Pearson Correlation	.821**	.974**	.692**	.974**	.950**	.692**	.974**	.787**	.821**	.974**	1	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.841**	.692**	.890**	.774**
Sig. (2-tailed)	.000	.000	.004	.000	.000	.004	.000	.001	.000	.000		.004	.000	.009	.001	.000	.000	.000	.004	.000	.004	.000	.001
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q12 Pearson Correlation	.692**	.774**	.692**	-.732**	.698**	.692**	.774**	.692**	.841**	.692**	.774**	1	.865**	.890**	.821**	.974**	.692**	.974**	.950**	.865**	.974**	.787**	.803**
Sig. (2-tailed)	.004	.001	.004	.002	.004	.004	.001	.004	.000	.004	.001		.000	.000	.000	.000	.004	.000	.000	.000	.000	.001	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q13 Pearson Correlation	.601*	.698**	.692**	.774**	.774**	.692**	.591*	.692**	.974**	.841**	.649**	.774**	1	.841**	.890**	.865**	.890**	.803**	.963**	.917**	.841**	.890**	.865**
Sig. (2-tailed)	.018	.004	.004	.001	.001	.004	.020	.004	.000	.000	.009	.001		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q14 Pearson Correlation	.774**	1.000*	.974**	.803**	.808**	.850**	.985**	.974**	.890**	.950**	.774**	.692**	.841**	1	.985**	.967**	.917**	.954**	.794**	.985**	.955**	.800**	.950**
Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.001	.004	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q15 Pearson Correlation	.890**	.865**	.890**	.535*	.535*	.803**	.841**	.890**	.865**	.890**	.821**	.974**	-.211	.040	1	.698**	.692**	.774**	.692**	.841**	.649**	.698**	.890**
Sig. (2-tailed)	.000	.000	.000	.040	.040	.000	.000	.000	.000	.000	.000	.000	.450	.887		.004	.004	.001	.004	.000	.009	.004	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q16 Pearson Correlation	.649**	.774**	.974**	.890**	.865**	.692**	.841**	.649**	.774**	.974**	.890**	.649**	.774**	.974**	.890**	1	.591*	.692**	.974**	.841**	.841**	.890**	.865**
Sig. (2-tailed)	.009	.001	.000	.000	.000	.004	.000	.009	.001	.000	.000	.009	.001	.000	.000		.020	.004	.000	.000	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q17 Pearson Correlation	.698**	.692**	.774**	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.698**	.692**	.774**	.692**	.890**	1	.841**	.890**	.865**	.890**	.821**	.841**
Sig. (2-tailed)	.004	.004	.001	.004	.000	.009	.001	.000	.000	.000	.004	.004	.004	.001	.004	.000		.000	.000	.000	.000	.000	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q18 Pearson Correlation	.649**	.865**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.841**	.649**	.774**	.974**	.698**	.692**	.774**	.698**	1	.692**	.974**	.692**	-.707**	.890**
Sig. (2-tailed)	.009	.000	.000	.009	.001	.000	.000	.000	.004	.000	.009	.001	.000	.004	.004	.001	.004		.004	.000	.004	.003	.000
N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q19 Pearson Correlation	.774**	1.000*	.974**	.803**	.808**	.850**	.985**	.974**	.890**	.950**	.774**	1.000*	.974**	.974**	.950**	.692**	.974**	.774**	1	.649**	.774**	.974**	.974**

	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.000	.000	.000	.001	.000	.000	.000	.000	.004	.000	.001		.009	.001	.000	.000	
	N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	
Q20	Pearson Correlation	.692**	.974**	.950**	.865**	.974**	.787**	.803**	.734**	.974**	.974**	.692**	.974**	.950**	.865**	.974**	.787**	.803**	.734**	.974**	1	-.645**	.974**	.985**
	Sig. (2-tailed)	.004	.000	.000	.000	.000	.001	.000	.002	.000	.000	.004	.000	.000	.000	.000	.001	.000	.002	.000		.009	.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q21	Pearson Correlation	.774**	.974**	.890**	.865**	.692**	.841**	.649**	.774**	.974**	.890**	.774**	.974**	.890**	.865**	.692**	.841**	.649**	.774**	.974**	-.645**	1	.000	.803**
	Sig. (2-tailed)	.001	.000	.000	.000	.004	.000	.009	.001	.000	.000	.001	.000	.000	.000	.004	.000	.009	.001	.000	.009		1.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
Q22	Pearson Correlation	.692**	.774**	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.692**	.692**	.774**	.692**	.841**	.649**	.774**	.974**	.890**	.865**	.974**	.774**	1	.865**
	Sig. (2-tailed)	.004	.001	.004	.000	.009	.001	.000	.000	.000	.004	.004	.001	.004	.000	.009	.001	.000	.000	.000	.000	.001		.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15
JML	Pearson Correlation	.974**	.890**	.841**	.800**	.890**	.974**	.841**	.985**	.841**	.890**	.865**	.890**	.821**	.974**	.692**	.865**	.841**	.890**	.974**	.985**	.803**	.865**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.004	.000	.000	.000	.000	.000	.000	.000	.000
	N	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15

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

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	15	100.0

Excluded ^a	0	.0
Total	15	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.793	.986	23






Lampiran 5. Formulir Bimbingan Penyusunan Tesis














Yayasan Kesejahteraan Warga Perawatan Perawat Nasional Indonesia
SEKOLAH TINGGI ILMU KESEHATAN (S T I K E S)
BINA SEHAT PPNI
 KABUPATEN MOJOKERTO
 PROGRAM STUDI : • S1 KEPERAWATAN • PROFESI NERS • S2 KEPERAWATAN • D III KEPERAWATAN
 • D III KEBIDANAN • S1 KEBIDANAN • PROFESI KEBIDANAN
 Alamat : Jl. Raya Jabon km. 6 Mojokerto Telp./Fax. (0321) 390203 email : stikes_ppni@yahoo.co.id

FORMULIR BIMBINGAN TESIS

Nama Mahasiswa : Roni Setiawan
 Dosen Pembimbing : 1. DR. Windu Santoso, M.Kep
 2. Duwi Basuki, M.Kep
 NIM : 201906012
 Progam Studi : Magister Keperawatan
 Judul Tesis : “Analisis hubungan pemberian kompensasi dan loyalitas kerja terhadap kinerja karyawan di STIKes Husada Jombang”

NO	Hari/ Tanggal	Pembimbing	Materi/Saran	Paraf
1	17/06/21 (Google Meet)	Duwi Basuki, M.Kep	Judul di ganti lebih ke arah manajemen keperawatan	
1	21/06/21 (Google Meet)	DR. Windu Santoso, M.Kep	Pengajuan Tema Penelitian	
2	26/06/21 (Google Meet)	Duwi Basuki, M.Kep	BAB I Kronologis lebih mengarah ke judul penelitiannya	
3	1/07/21 (Google Meet)	Duwi Basuki, M.Kep	BAB I *Tujuan khusus di tambah 1	
4	5/07/21 (Google Meet)	DR. Windu Santoso, M.Kep	Cari jurnal International dan nasional sebanyak	

			<p> mungkin untuk di masukkan ke bab 1 dan cari jurnal terupdate</p>	
5	13/07/21 (Google Meet)	DR. Windu Santoso, M.Kep	<p> BAB I, II, literatur banyak yang lama update di perpustakaan (proquest, wiley, dll)</p>	
6	27/07/21 (Google Meet)	DR. Windu Santoso, M.Kep	<p> BAB I, II, Kerangka Teori lebih di perjelas</p>	
7	11/08/21 (Google Meet)	DR. Windu Santoso, M.Kep	<p> BAB III, IV Arah panah di kerangka Konsep, Seluruh Populasi di jadikan sampel, karena populasinya terlalu sedikit ambil seluruh karyawan yang ada</p>	
8	12/08/21 (Google Meet)	Duwi Basuki, M.Kep	<p> BAB II Kerangka teori lebih detail dan ppenyarah ke masing masing variabel</p>	
9	12/08/21 (Google Meet)	Duwi Basuki, M.Kep	<p> BAB III Kerangka Konsep di jelaskan masing masing variabel dan di tambah outcome</p>	
10	15/08/21	DR. Windu Santoso, M.Kep	<p> BAB II, III Sumber Literatur belum bagus dan tidak update</p>	
11	20/08/21 (Google Meet)	Duwi Basuki, M.Kep	<p> BAB IV Sampel yang di ambil merupakan sampel yang mempunyai NIDN dan NITK</p>	
12	06/09/21 (Google Meet)	Duwi Basuki, M.Kep	<p> BAB IV Hubungan antar teori yang digunakan dalam penelitian ini. uraikan dengan bagan ttg teori tersebut. bukan kerangka konsep. 2. Hasil uji validitas uraikan di dalam uji validitas dan realibilitas beserta hasilnya di bab 4. Kerangka operasional</p>	

			perbaiki sesuai langkah peneliti yang akan dilaksanakan	
13	07/09/21	DR. Windu Santoso, M.Kep	Latihan untuk persiapan ujian proposal thesis dilengkapi semua berkas yang sesuai dengan arahan prodi	
14	09/09/21 (Email)	Duwi Basuki, M.Kep	BAB III Aspek teori di perbaiki di tambahkan aspek aspek dalam loyalitas.	
15	10/09/21 (Email)	Duwi Basuki, M.Kep	Lengkapi naskah proposal, ttd pembimbing, dan surat ujian	

Frequencies

Statistics

		Umur	Jenis_Kelamin	Pendidikan	Lama_Bekerja	Status_Pekerjaan
N	Valid	57	57	57	57	57
	Missing	0	0	0	0	0

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30 Tahun	12	21.1	21.1	21.1
	30-40 Tahun	23	40.4	40.4	61.4
	> 40 Tahun	22	38.6	38.6	100.0
Total		57	100.0	100.0	

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	15	26.3	26.3	26.3
	Perempuan	42	73.7	73.7	100.0
Total		57	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	1	1.8	1.8	1.8
	S1	23	40.4	40.4	42.1
	S2	31	54.4	54.4	96.5
	S3	2	3.5	3.5	100.0
	Total	57	100.0	100.0	

Lama_Bekerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 1 Tahun	11	19.3	19.3	19.3
	1-3 Tahun	15	26.3	26.3	45.6
	4-5 Tahun	2	3.5	3.5	49.1
	> 5 Tahun	29	50.9	50.9	100.0
	Total	57	100.0	100.0	

Status_Pekerjaan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dosen	35	61.4	61.4	61.4
	Tenaga Pendidikan	22	38.6	38.6	100.0
	Total	57	100.0	100.0	

Frequencies

Statistics

		Kompensasi	Loyalitas	Kinerja_Karyawan
N	Valid	57	57	57
	Missing	0	0	0

Kompensasi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Baik	2	3.5	3.5	3.5
	Cukup	25	43.9	43.9	47.4
	Kurang	30	52.6	52.6	100.0
	Total	57	100.0	100.0	

Loyalitas

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Baik	26	45.6	45.6	45.6
	Cukup	30	52.6	52.6	98.2
	Kurang	1	1.8	1.8	100.0
	Total	57	100.0	100.0	

Kinerja_Karyawan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Baik	35	61.4	61.4	61.4
	Cukup	17	29.8	29.8	91.2
	Kurang	5	8.8	8.8	100.0
	Total	57	100.0	100.0	

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Kompensasi * Kinerja_Karyawan	57	100.0%	0	.0%	57	100.0%

Kompensasi * Kinerja_Karyawan Crosstabulation

			Kinerja_Karyawan			Total
			Baik	Cukup	Kurang	
Kompensasi	Baik	Count	1	1	0	2
		Expected Count	1.2	.6	.2	2.0
		% within Kompensasi	50.0%	50.0%	.0%	100.0%
		% within Kinerja_Karyawan	2.9%	5.9%	.0%	3.5%
		% of Total	1.8%	1.8%	.0%	3.5%
Cukup	Count	Count	12	9	4	25
		Expected Count	15.4	7.5	2.2	25.0
		% within Kompensasi	48.0%	36.0%	16.0%	100.0%
		% within Kinerja_Karyawan	34.3%	52.9%	80.0%	43.9%
		% of Total	21.1%	15.8%	7.0%	43.9%
Kurang	Count	Count	22	7	1	30
		Expected Count	18.4	8.9	2.6	30.0
		% within Kompensasi	73.3%	23.3%	3.3%	100.0%
		% within Kinerja_Karyawan	62.9%	41.2%	20.0%	52.6%
		% of Total	38.6%	12.3%	1.8%	52.6%
Total	Count	Count	35	17	5	57
		Expected Count	35.0	17.0	5.0	57.0
		% within Kompensasi	61.4%	29.8%	8.8%	100.0%
		% within Kinerja_Karyawan	100.0%	100.0%	100.0%	100.0%

Kompensasi * Kinerja_Karyawan Crosstabulation

			Kinerja_Karyawan			Total
			Baik	Cukup	Kurang	
Kompensasi	Baik	Count	1	1	0	2
		Expected Count	1.2	.6	.2	2.0
		% within Kompensasi	50.0%	50.0%	.0%	100.0%
		% within Kinerja_Karyawan	2.9%	5.9%	.0%	3.5%
		% of Total	1.8%	1.8%	.0%	3.5%
	Cukup	Count	12	9	4	25
		Expected Count	15.4	7.5	2.2	25.0
		% within Kompensasi	48.0%	36.0%	16.0%	100.0%
		% within Kinerja_Karyawan	34.3%	52.9%	80.0%	43.9%
		% of Total	21.1%	15.8%	7.0%	43.9%
	Kurang	Count	22	7	1	30
		Expected Count	18.4	8.9	2.6	30.0
		% within Kompensasi	73.3%	23.3%	3.3%	100.0%
		% within Kinerja_Karyawan	62.9%	41.2%	20.0%	52.6%
		% of Total	38.6%	12.3%	1.8%	52.6%
Total	Count	35	17	5	57	
	Expected Count	35.0	17.0	5.0	57.0	
	% within Kompensasi	61.4%	29.8%	8.8%	100.0%	
	% within Kinerja_Karyawan	100.0%	100.0%	100.0%	100.0%	
	% of Total	61.4%	29.8%	8.8%	100.0%	

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Kompensasi * Loyalitas	57	100.0%	0	.0%	57	100.0%

Kompensasi * Loyalitas Crosstabulation

			Loyalitas			Total
			Baik	Cukup	Kurang	
Kompensasi	Baik	Count	1	1	0	2
		Expected Count	.9	1.1	.0	2.0
		% within Kompensasi	50.0%	50.0%	.0%	100.0%
		% within Loyalitas	3.8%	3.3%	.0%	3.5%
		% of Total	1.8%	1.8%	.0%	3.5%
	Cukup	Count	8	17	0	25
		Expected Count	11.4	13.2	.4	25.0
		% within Kompensasi	32.0%	68.0%	.0%	100.0%
		% within Loyalitas	30.8%	56.7%	.0%	43.9%
		% of Total	14.0%	29.8%	.0%	43.9%
	Kurang	Count	17	12	1	30
		Expected Count	13.7	15.8	.5	30.0
		% within Kompensasi	56.7%	40.0%	3.3%	100.0%
		% within Loyalitas	65.4%	40.0%	100.0%	52.6%
		% of Total	29.8%	21.1%	1.8%	52.6%
Total	Count	26	30	1	57	
	Expected Count	26.0	30.0	1.0	57.0	
	% within Kompensasi	45.6%	52.6%	1.8%	100.0%	
	% within Loyalitas	100.0%	100.0%	100.0%	100.0%	
	% of Total	45.6%	52.6%	1.8%	100.0%	

Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Loyalitas * Kinerja_Karyawan	57	100.0%	0	.0%	57	100.0%

Loyalitas * Kinerja_Karyawan Crosstabulation

			Kinerja_Karyawan			Total
			Baik	Cukup	Kurang	
Loyalitas	Baik	Count	18	7	1	26
		Expected Count	16.0	7.8	2.3	26.0
		% within Loyalitas	69.2%	26.9%	3.8%	100.0%
		% within Kinerja_Karyawan	51.4%	41.2%	20.0%	45.6%
		% of Total	31.6%	12.3%	1.8%	45.6%
Cukup	Cukup	Count	16	10	4	30
		Expected Count	18.4	8.9	2.6	30.0
		% within Loyalitas	53.3%	33.3%	13.3%	100.0%
		% within Kinerja_Karyawan	45.7%	58.8%	80.0%	52.6%
		% of Total	28.1%	17.5%	7.0%	52.6%
Kurang	Kurang	Count	1	0	0	1
		Expected Count	.6	.3	.1	1.0
		% within Loyalitas	100.0%	.0%	.0%	100.0%
		% within Kinerja_Karyawan	2.9%	.0%	.0%	1.8%
		% of Total	1.8%	.0%	.0%	1.8%
Total	Total	Count	35	17	5	57
		Expected Count	35.0	17.0	5.0	57.0
		% within Loyalitas	61.4%	29.8%	8.8%	100.0%
		% within Kinerja_Karyawan	100.0%	100.0%	100.0%	100.0%
		% of Total	61.4%	29.8%	8.8%	100.0%

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
Kompensasi	2.49	.571	57
Loyalitas	1.56	.535	57
Kinerja_Karyawan	1.47	.658	57

Correlations

		Kompensasi	Loyalitas	Kinerja_Karyawan
Pearson Correlation	Kompensasi	1.000	-.159	-.250
	Loyalitas	-.159	1.000	.144
	Kinerja_Karyawan	-.250	.144	1.000
Sig. (2-tailed)	Kompensasi	.	.119	.030
	Loyalitas	.119	.	.142
	Kinerja_Karyawan	.030	.142	.
N	Kompensasi	57	57	57
	Loyalitas	57	57	57
	Kinerja_Karyawan	57	57	57

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Kinerja_Karyawan, Loyalitas ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Kompensasi

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics		
					R Square Change	F Change	df1
1	.280 ^a	.078	.044	.558	.078	2.288	2

a. Predictors: (Constant), Kinerja_Karyawan, Loyalitas

b. Dependent Variable: Kompensasi

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.425	2	.713	2.288	.111 ^a
	Residual	16.820	54	.311		
	Total	18.246	56			

a. Predictors: (Constant), Kinerja_Karyawan, Loyalitas

b. Dependent Variable: Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.997	.268		11.198	.000
	Kompensasi	.134	.141	.125	.950	.030
	Loyalitas	.202	.115	.232	1.759	.030

a. Dependent Variable: Kinerja_Karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.12	2.66	2.49	.160	57
Std. Predicted Value	-2.297	1.070	.000	1.000	57
Standard Error of Predicted Value	.109	.229	.125	.028	57
Adjusted Predicted Value	2.01	2.74	2.49	.165	57

Residual	-1.662	.875	.000	.548	57
Std. Residual	-2.978	1.568	.000	.982	57
Stud. Residual	-3.044	1.670	.002	1.008	57
Deleted Residual	-1.737	.992	.002	.577	57
Stud. Deleted Residual	-3.313	1.699	-.005	1.029	57
Mahal. Distance	1.147	8.482	1.965	1.594	57
Cook's Distance	.003	.139	.018	.027	57
Centered Leverage Value	.020	.151	.035	.028	57

a. Dependent Variable: Kompensasi

DOKUMENTASI PENYEBARAN KUESIONER

