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LAMPIRAN

Frequency Table

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	3,1	3,1	3,1
4	17	53,1	53,1	56,3
5	14	43,8	43,8	100,0
Total	32	100,0	100,0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	6,3	6,3	6,3
4	18	56,3	56,3	62,5
5	12	37,5	37,5	100,0
Total	32	100,0	100,0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3,1	3,1	3,1
3	6	18,8	18,8	21,9
4	13	40,6	40,6	62,5
5	12	37,5	37,5	100,0
Total	32	100,0	100,0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
4	18	56,3	56,3	56,3
Valid 5	14	43,8	43,8	100,0
Total	32	100,0	100,0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	18,8	18,8	18,8
3	5	15,6	15,6	34,4
Valid 4	13	40,6	40,6	75,0
5	8	25,0	25,0	100,0
Total	32	100,0	100,0	

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,1	3,1	3,1
3	3	9,4	9,4	12,5
Valid 4	20	62,5	62,5	75,0
5	8	25,0	25,0	100,0
Total	32	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	3,1	3,1	3,1
3	11	34,4	34,4	37,5

	4	18	56,3	56,3	93,8
	5	2	6,3	6,3	100,0
	Total	32	100,0	100,0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	3	9,4	9,4	9,4
Valid	4	14	43,8	43,8	53,1
	5	15	46,9	46,9	100,0
	Total	32	100,0	100,0	

Z1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
	3	6	18,8	18,8	18,8
Valid	4	21	65,6	65,6	84,4
	5	5	15,6	15,6	100,0
	Total	32	100,0	100,0	

Z1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	3,1	3,1	3,1
	3	2	6,3	6,3	9,4
Valid	4	16	50,0	50,0	59,4
	5	13	40,6	40,6	100,0
	Total	32	100,0	100,0	

Z1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	6,3	6,3	6,3
3	9	28,1	28,1	34,4
Valid 4	13	40,6	40,6	75,0
5	8	25,0	25,0	100,0
Total	32	100,0	100,0	

Z1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,1	3,1	3,1
3	4	12,5	12,5	15,6
Valid 4	21	65,6	65,6	81,3
5	6	18,8	18,8	100,0
Total	32	100,0	100,0	

Z1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	3,1	3,1	3,1
3	11	34,4	34,4	37,5
Valid 4	15	46,9	46,9	84,4
5	5	15,6	15,6	100,0
Total	32	100,0	100,0	

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
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	3	1	3,1	3,1	3,1
Valid	4	16	50,0	50,0	53,1
	5	15	46,9	46,9	100,0
	Total	32	100,0	100,0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	3,1	3,1	3,1
	3	7	21,9	21,9	25,0
Valid	4	21	65,6	65,6	90,6
	5	3	9,4	9,4	100,0
	Total	32	100,0	100,0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	1	3,1	3,1	3,1
	3	8	25,0	25,0	28,1
Valid	4	16	50,0	50,0	78,1
	5	7	21,9	21,9	100,0
	Total	32	100,0	100,0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
	4	17	53,1	53,1	53,1
Valid	5	15	46,9	46,9	100,0
	Total	32	100,0	100,0	

Y1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	18,8	18,8	18,8
4	20	62,5	62,5	81,3
5	6	18,8	18,8	100,0
Total	32	100,0	100,0	

Hasil Uji Validitas

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	Kompensasi
X1.1	Pearson Correlation	1	,480**	,233	,150	,528**	,639**
	Sig. (2-tailed)		,005	,198	,412	,002	,000
	N	32	32	32	32	32	32
X1.2	Pearson Correlation	,480**	1	,507**	,500**	,558**	,812**
	Sig. (2-tailed)	,005		,003	,004	,001	,000
	N	32	32	32	32	32	32
X1.3	Pearson Correlation	,233	,507**	1	,327	,482**	,741**
	Sig. (2-tailed)	,198	,003		,068	,005	,000
	N	32	32	32	32	32	32
X1.4	Pearson Correlation	,150	,500**	,327	1	,239	,538**
	Sig. (2-tailed)	,412	,004	,068		,188	,001
	N	32	32	32	32	32	32
X1.5	Pearson Correlation	,528**	,558**	,482**	,239	1	,842**
	Sig. (2-tailed)	,002	,001	,005	,188		,000
	N	32	32	32	32	32	32
Kompensasi	Pearson Correlation	,639**	,812**	,741**	,538**	,842**	1
	Sig. (2-tailed)	,000	,000	,000	,001	,000	
	N	32	32	32	32	32	32

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

Correlations

		X2.1	X2.2	X2.3	Lingkungan Kerja Fisik
X2.1	Pearson Correlation	1	,576**	,346	,829**
	Sig. (2-tailed)		,001	,053	,000
	N	32	32	32	32
X2.2	Pearson Correlation	,576**	1	,309	,803**
	Sig. (2-tailed)	,001		,086	,000
	N	32	32	32	32
X2.3	Pearson Correlation	,346	,309	1	,705**
	Sig. (2-tailed)	,053	,086		,000
	N	32	32	32	32
Lingkungan Kerja Fisik	Pearson Correlation	,829**	,803**	,705**	1
	Sig. (2-tailed)	,000	,000	,000	
	N	32	32	32	32

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

Correlations

		Z1.1	Z1.2	Z1.3	Z1.4	Z1.5
Z1.1	Pearson Correlation	1	,170	,481**	,161	,480**
	Sig. (2-tailed)		,353	,005	,378	,005
	N	32	32	32	32	32
Z1.2	Pearson Correlation	,170	1	,221	,198	,073
	Sig. (2-tailed)	,353		,225	,278	,693
	N	32	32	32	32	32
Z1.3	Pearson Correlation	,481**	,221	1	,054	,563**
	Sig. (2-tailed)	,005	,225		,768	,001
	N	32	32	32	32	32
Z1.4	Pearson Correlation	,161	,198	,054	1	,189
	Sig. (2-tailed)	,378	,278	,768		,300
	N	32	32	32	32	32
Z1.5	Pearson Correlation	,480**	,073	,563**	,189	1
	Sig. (2-tailed)	,005	,693	,001	,300	
	N	32	32	32	32	32
Kepuasan Kerja	Pearson Correlation	,691**	,518**	,767**	,471**	,736**
	Sig. (2-tailed)	,000	,002	,000	,006	,000
	N	32	32	32	32	32

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

		Correlations					
		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	L
Y1.1	Pearson Correlation	1	,499**	,244	,162	-,092	
	Sig. (2-tailed)		,004	,179	,376	,617	
	N	32	32	32	32	32	
Y1.2	Pearson Correlation	,499**	1	,221	,179	,241	
	Sig. (2-tailed)	,004		,223	,327	,183	
	N	32	32	32	32	32	
Y1.3	Pearson Correlation	,244	,221	1	-,212	,000	
	Sig. (2-tailed)	,179	,223		,243	1,000	
	N	32	32	32	32	32	
Y1.4	Pearson Correlation	,162	,179	-,212	1	,511**	
	Sig. (2-tailed)	,376	,327	,243		,003	
	N	32	32	32	32	32	
Y1.5	Pearson Correlation	-,092	,241	,000	,511**	1	
	Sig. (2-tailed)	,617	,183	1,000	,003		
	N	32	32	32	32	32	
Loyalitas Kerja	Pearson Correlation	,608**	,740**	,525**	,479**	,544**	
	Sig. (2-tailed)	,000	,000	,002	,006	,001	
	N	32	32	32	32	32	

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

Reliability

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,781	6

Item Statistics

	Mean	Std. Deviation	N
X1.1	4,41	,560	32
X1.2	4,31	,592	32
X1.3	4,13	,833	32
X1.4	4,44	,504	32
X1.5	3,72	1,054	32
Kompensasi	21,00	2,615	32

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	37,59	23,926	,569	,767
X1.2	37,69	22,673	,768	,742
X1.3	37,88	21,597	,654	,737
X1.4	37,56	24,770	,465	,780
X1.5	38,28	19,176	,765	,699
Kompensasi	21,00	6,839	1,000	,752

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
42,00	27,355	5,230	6

Reliability

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,817	4

Item Statistics

	Mean	Std. Deviation	N
X2.1	4,09	,689	32
X2.2	3,66	,653	32
X2.3	4,38	,660	32
Lingkungan Kerja Fisik	12,13	1,561	32

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	20,16	6,652	,736	,756
X2.2	20,59	6,894	,706	,772
X2.3	19,88	7,274	,571	,812
Lingkungan Kerja Fisik	12,13	2,435	1,000	,677

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
24,25	9,742	3,121	4

Reliability

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,718	6

Item Statistics

	Mean	Std. Deviation	N
Y1.1	4,44	,564	32
Y1.2	3,81	,644	32
Y1.3	3,91	,777	32
Y1.4	4,47	,507	32
Y1.5	4,00	,622	32
Loyalitas Kerja	20,63	1,809	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	36,81	10,931	,495	,685
Y1.2	37,44	10,060	,641	,649
Y1.3	37,34	10,749	,342	,709
Y1.4	36,78	11,596	,360	,711
Y1.5	37,25	11,032	,406	,698
Loyalitas Kerja	20,63	3,274	1,000	,493

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
41,25	13,097	3,619	6

Reliability

Case Processing Summary

		N	%
Cases	Valid	32	100,0
	Excluded ^a	0	,0
	Total	32	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,753	6

Item Statistics

	Mean	Std. Deviation	N
Z1.1	3,97	,595	32
Z1.2	4,28	,729	32
Z1.3	3,84	,884	32
Z1.4	4,00	,672	32
Z1.5	3,75	,762	32
Kepuasan Kerja	19,84	2,343	32

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Z1.1	35,72	18,467	,615	,720
Z1.2	35,41	18,959	,390	,745
Z1.3	35,84	16,394	,669	,685
Z1.4	35,69	19,448	,348	,753
Z1.5	35,94	17,286	,647	,700
Kepuasan Kerja	19,84	5,491	1,000	,636

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
39,69	21,964	4,687	6

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kompensasi ^b	.	Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,766 ^a	,587	,573	1,530

a. Predictors: (Constant), Kompensasi

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	99,950	1	99,950	42,672	,000 ^b
	Residual	70,269	30	2,342		
	Total	170,219	31			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Kompensasi

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,013	2,135		2,817	,008
	Kompensasi	,716	,110	,766	6,532	,000

a. Dependent Variable: Kepuasan Kerja

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja Fisik ^b	.	Enter

a. Dependent Variable: Kepuasan Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,641 ^a	,410	,391	1,829

a. Predictors: (Constant), Lingkungan Kerja Fisik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	69,849	1	69,849	20,877	,000 ^b
	Residual	100,370	30	3,346		
	Total	170,219	31			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Lingkungan Kerja Fisik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,684	1,600		7,928	
	Lingkungan Kerja Fisik	,577	,126	,641	4,569	

a. Dependent Variable: Kepuasan Kerja

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Kepuasan Kerja ^b	.	Enter

a. Dependent Variable: Loyalitas Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,123 ^a	,015	-,018	1,825

a. Predictors: (Constant), Kepuasan Kerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,528	1	1,528	,458	,504 ^b
	Residual	99,972	30	3,332		
	Total	101,500	31			

a. Dependent Variable: Loyalitas Kerja

b. Predictors: (Constant), Kepuasan Kerja

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,745	2,795		6,706	,000
	Kepuasan Kerja	,095	,140	,123	3,677	,000

a. Dependent Variable: Loyalitas Kerja

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Lingkungan Kerja Fisik ^b	.	Enter

a. Dependent Variable: Loyalitas Kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,385 ^a	,148	,119	1,698

a. Predictors: (Constant), Lingkungan Kerja Fisik

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15,010	1	15,010	5,206	,030 ^b
	Residual	86,490	30	2,883		
	Total	101,500	31			

a. Dependent Variable: Loyalitas Kerja

b. Predictors: (Constant), Lingkungan Kerja Fisik

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,681	1,754		9,509	
	Lingkungan Kerja Fisik	,340	,149	,385	2,282	

a. Dependent Variable: Loyalitas Kerja