

Lampiran 2. Hasil Uji Validitas dan Reliabilitas

Scale: ALL VARIABLES

Reliability Statistics

Cronbach's Alpha	N of Items
.833	29

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	108.11	57.121	.664	.815
x1.2	107.78	59.818	.685	.819
x1.3	108.00	59.067	.638	.819
x1.4	107.83	59.925	.588	.821
x1.5	107.74	61.664	.414	.827
x1.6	107.80	62.561	.297	.830
x1.7	107.89	61.921	.417	.827
x1.8	107.78	61.463	.442	.826
x1.9	107.96	61.865	.415	.827
x1.10	107.91	61.459	.483	.825
x2.1	108.35	58.543	.566	.820
x2.2	108.15	61.021	.458	.825
x2.3	108.04	59.420	.590	.820
x2.4	108.00	60.222	.438	.825
x2.5	107.85	61.199	.488	.825
x2.6	107.74	62.153	.333	.829
x2.7	107.78	61.507	.475	.825
x2.8	108.28	61.674	.465	.826
x2.9	108.09	60.703	.557	.823
x2.10	108.35	60.499	.459	.825
z.1	108.48	59.900	.454	.824
z.2	108.48	60.833	.437	.825
z.3	108.37	59.927	.537	.822
z.4	108.07	60.240	.487	.824
z.5	107.76	62.719	.358	.829
y.1	110.02	65.800	-.364	.851
y.2	109.98	65.266	-.325	.847
y.3	110.09	69.770	-.442	.856
y.4	110.20	70.961	-.490	.856

Lampiran 3. Deskripsi Variabel

x1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	2	4.3	4.3	4.3
3	7	15.2	15.2	19.6
4	23	50.0	50.0	69.6
5	14	30.4	30.4	100.0
Total	46	100.0	100.0	

x1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	2.2	2.2	2.2
4	26	56.5	56.5	58.7
5	19	41.3	41.3	100.0
Total	46	100.0	100.0	

x1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	1	13.0	13.0	13.0
4	26	56.5	56.5	69.6
5	19	30.4	30.4	100.0
Total	46	100.0	100.0	

x1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.5	6.5	6.5
4	24	52.2	52.2	58.7
5	19	41.3	41.3	100.0
Total	46	100.0	100.0	

x1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	4.3	4.3	4.3
4	22	47.8	47.8	52.2
5	22	47.8	47.8	100.0
Total	46	100.0	100.0	

x1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.5	6.5	6.5
4	23	50.0	50.0	56.5
5	20	43.5	43.5	100.0
Total	46	100.0	100.0	

x1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	4.3	4.3	4.3
4	29	63.0	63.0	67.4
5	15	32.6	32.6	100.0
Total	46	100.0	100.0	

x1.8

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	2	4.3	4.3	4.3
4	24	52.2	52.2	56.5
5	20	43.5	43.5	100.0
Total	46	100.0	100.0	

x1.9

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	3	6.5	6.5	6.5
4	30	65.2	65.2	71.7
5	13	28.3	28.3	100.0
Total	46	100.0	100.0	

x1.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.3	4.3	4.3
	4	30	65.2	65.2	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

x2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	6.5	6.5	6.5
	3	9	19.6	19.6	26.1
	4	27	58.7	58.7	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

x2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	2	4.3	4.3	8.7
	4	35	76.1	76.1	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

x2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	1	2.2	2.2	6.5
	4	32	69.6	69.6	76.1
	5	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

x2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	3	6.5	6.5	6.5
	4	29	63.0	63.0	69.6
	5	14	30.4	30.4	100.0
	Total	46	100.0	100.0	

x2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	4.3	4.3	4.3
	4	27	58.7	58.7	63.0
	5	17	37.0	37.0	100.0
	Total	46	100.0	100.0	

x2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.2	2.2	2.2
	4	23	50.0	50.0	52.2
	5	22	47.8	47.8	100.0
	Total	46	100.0	100.0	

x2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	1	2.2	2.2	2.2
	4	26	56.5	56.5	58.7
	5	19	41.3	41.3	100.0
	Total	46	100.0	100.0	

x2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	9	19.6	19.6	19.6
	4	33	71.7	71.7	91.3
	5	4	8.7	8.7	100.0
	Total	46	100.0	100.0	

x2.9

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	5	10.9	10.9	10.9
	4	32	69.6	69.6	80.4
	5	9	19.6	19.6	100.0
	Total	46	100.0	100.0	

x2.10

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	32.6	32.6	32.6
	4	24	52.2	52.2	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

z.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	2.2	2.2	2.2
	3	19	41.3	41.3	43.5
	4	19	41.3	41.3	84.8
	5	7	15.2	15.2	100.0
	Total	46	100.0	100.0	

z.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	19	41.3	41.3	41.3
	4	22	47.8	47.8	89.1
	5	5	10.9	10.9	100.0
	Total	46	100.0	100.0	

z.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	15	32.6	32.6	32.6
	4	25	54.3	54.3	87.0
	5	6	13.0	13.0	100.0
	Total	46	100.0	100.0	

z.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	4.3	4.3	4.3
	3	2	4.3	4.3	8.7
	4	31	67.4	67.4	76.1
	5	11	23.9	23.9	100.0
	Total	46	100.0	100.0	

z.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	4	27	58.7	58.7	58.7
	5	19	41.3	41.3	100.0
	Total	46	100.0	100.0	

y.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	11	23.9	23.9	23.9
2	26	56.5	56.5	80.4
3	1	2.2	2.2	82.6
4	7	15.2	15.2	97.8
5	1	2.2	2.2	100.0
Total	46	100.0	100.0	

y.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	8	17.4	17.4	17.4
2	29	63.0	63.0	80.4
3	2	4.3	4.3	84.8
4	6	13.0	13.0	97.8
5	1	2.2	2.2	100.0
Total	46	100.0	100.0	

y.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	8	17.4	17.4	17.4
2	31	67.4	67.4	84.8
3	2	4.3	4.3	89.1
4	5	10.9	10.9	100.0
Total	46	100.0	100.0	

y.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	9	19.6	19.6	19.6
2	31	67.4	67.4	87.0
3	4	8.7	8.7	95.7
4	2	4.3	4.3	100.0
Total	46	100.0	100.0	

Lampiran 5. Pengaruh Kompensasi Finansial (X1) dan non Finansial (X2) terhadap Kepuasan (Z)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.617 ^a	.380	.352	2.140

a. Predictors: (Constant), nonfinansial.x2, finansial.x1

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	120.814	2	60.407	13.196	.000 ^a
	Residual	196.838	43	4.578		
	Total	317.652	45			

a. Predictors: (Constant), nonfinansial.x2, finansial.x1

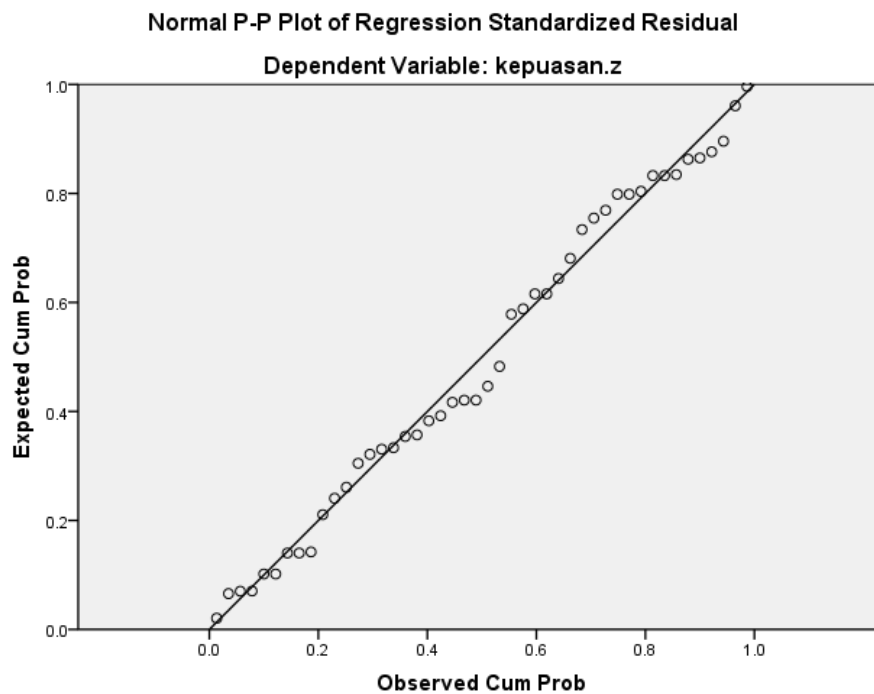
b. Dependent Variable: kepuasan.z

Coefficients^a

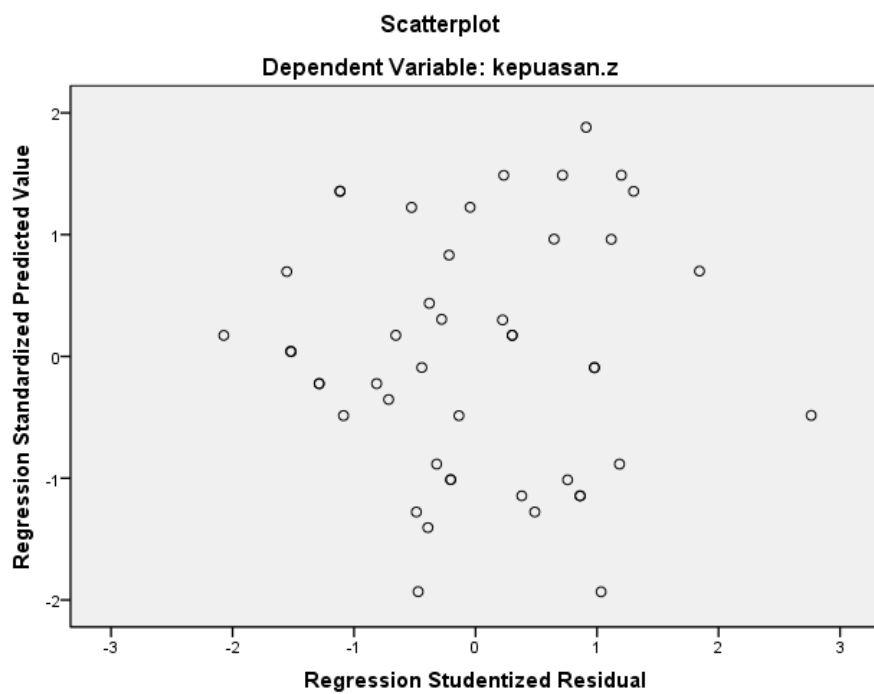
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.605	3.613		.444	.659		
	finansial.x1	.216	.092	.351	2.342	.024	.641	1.560
	nonfinansial.x2	.215	.095	.338	2.257	.029	.641	1.560

a. Dependent Variable: kepuasan.z

Charts



Charts



Lampiran 6. Pengaruh Kompensasi Finansial (X1), Kompensasi Non Finansial (X2), Kepuasan (Z) terhadap Turnover (Y)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.519 ^a	.269	.217	2.071

a. Predictors: (Constant), kepuasan.z, nonfinansial.x2, finansial.x1

b. Dependent Variable: turnover.y

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	66.341	3	22.114	5.157	.004 ^a
	Residual	180.094	42	4.288		
	Total	246.435	45			

a. Predictors: (Constant), kepuasan.z, nonfinansial.x2, finansial.x1

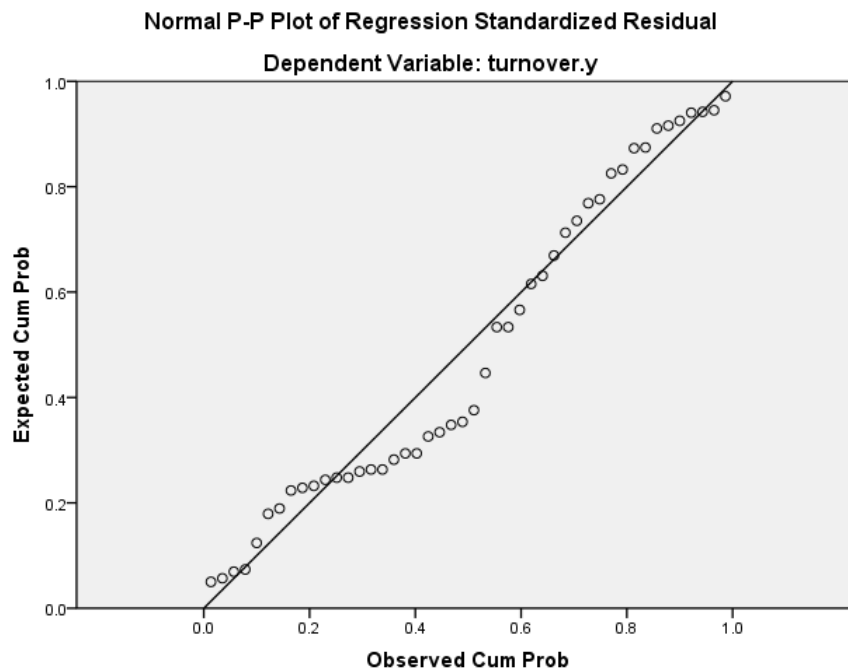
b. Dependent Variable: turnover.y

Coefficients^a

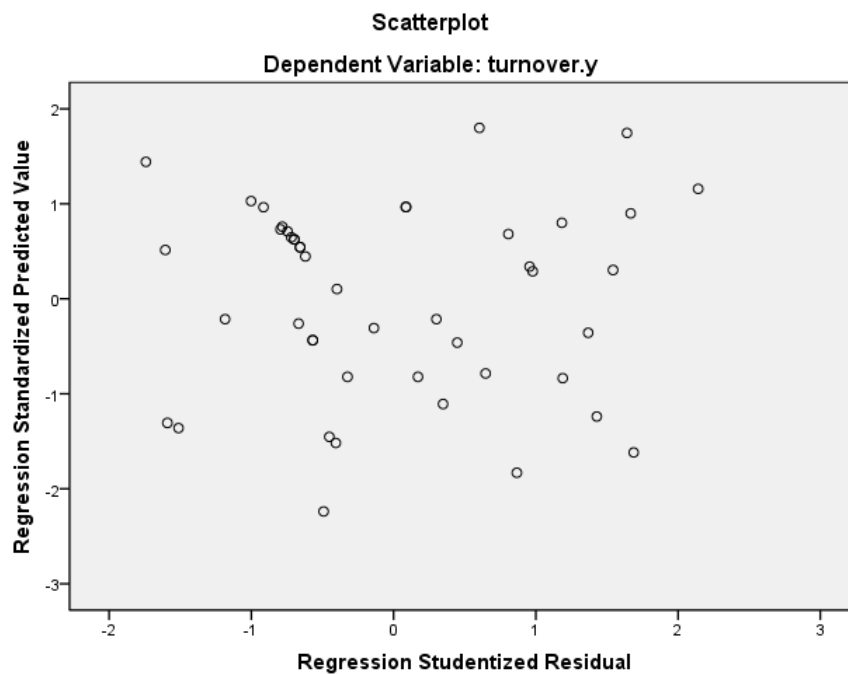
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	18.554	3.504		5.294	.000		
	finansial.x1	-.200	.095	-.368	-2.103	.042	.568	1.759
	nonfinansial.x2	.126	.098	.225	1.289	.204	.573	1.745
	kepuasan.y1	-.312	.148	-.354	-2.114	.041	.620	1.614

a. Dependent Variable: turnover.y

Charts



Charts



Perkumpulan Pengelola Pendidikan Malangkuçewara (P3M)

STIE MALANGKUÇEWARA
d/b ABM School of Economics

Terakreditasi "A", AKUNTANSI, 055/SK/BAN-PT/Akred/S/III/2014
Terakreditasi "A", MANAJEMEN, 257/SK/BAN-PT/Ak-VIS/XII/2013

Penetapan Dosen Pembimbing Skripsi
Semester GENAP Tahun Akademik 2016/2017
Nomor : 0908/BAAK/X/2016

Setelah memperhatikan Surat Ketua Program Studi tentang usulan dosen pembimbing skripsi dengan ini Ketua STIE Malangkuçewara Malang menetapkan :

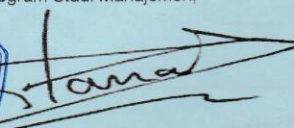
Nama : - SIWI DYAH RATNASARI, SE, MM., CPTM, CAAC, CHRP
Sebagai : Dosen Pembimbing 1
Nama : - - -
Sebagai : Dosen Pembimbing 2

Untuk mahasiswa berikut

Nama : DENANDA PRATIWI
Nomor Pokok : K.2013.5.32555
Skripsi yang diajukan
Bidang Kajian : MSDM
Pokok Bahasan : KOMPENSASI
Tempat/Obyek : -
Judul Skripsi : -

Demikian surat penetapan ini dikeluarkan untuk dilaksanakan dengan sebaiknya.
Penetapan ini berlaku sejak dikeluarkan.

Dikeluarkan di : Malang
Pada Tanggal : 22/03/2017
Ketua Program Studi Manajemen,


Dra. LINDANANTY, MM.
NIK-P.3M : 202.710.194





STIE Malangkuçęwara

(Accounting Business Management)

Jl. Terusan Candi Kalasan - Malang Telp. 0341-491813

KARTU BIMBINGAN SKRIPSI BAB I s.d. BAB III

BLN/TGL	BAB	PERMASALAHAN	PARAF
Bulan :			
27-3-17	1	Mencari kajian empiris berkaitan dg kompensasi engagement, intention to live/turnover	SN
		kajian teori tentang kinerja	
30-3-17	1	penentuan var penel	SN
Bulan :			
7-4-17	1	mapping journal : lingk kerja fisik, kompensasi, TI, kinerja	SN
17-5-17	2	Revisi Proposal	SN
Bulan :			
19-5-17	1	Revisi Latar Belakang	SN
			SN
22-5-17	2+3	Revisi Indikator	SN
Bulan :			
23-05-17	3	Sempro	SN
			SN
	3	Revisi seminar proposal	SN
Bulan :			
	3	Acc	SN
			SN
			SN
			SN

Dosen Pembimbing 1

Dosen Pembimbing 2

Catatan:

Bobot Penilaian skripsi oleh pembimbing sebesar 50% dengan kriteria penilaian:

1. Ide/inovasi penelitian
2. Pemahaman konsep/teori
3. Pemahaman Metodologi
4. Kemampuan Analisis
5. Disiplin dan ketekunan

Perkumpulan Pengelola Pendidikan Malangkuçęwara (P3M)

STIE MALANGKUÇĘWARA
d/b ABM School of Economics

Terakreditasi "A", AKUNTANSI, 056/SK/BAN-PT/Akred/S/III/2014
Terakreditasi "A", MANAJEMEN, 257/SK/BAN-PT/Ak-V/S/XII/2013

Penetapan Dosen Pembimbing Skripsi
Semester GENAP Tahun Akademik 2016/2017
Nomor : 0908/BAAK/X/2016

Setelah memperhatikan Surat Ketua Program Studi tentang usulan dosen pembimbing skripsi dengan ini Ketua STIE Malangkuçęwara Malang menetapkan :

Nama : - SIWI DYAH RATNASARI, SE, MM., CPTM, CAAC, CHRP
Sebagai : Dosen Pembimbing 1
Nama : - - -
Sebagai : Dosen Pembimbing 2

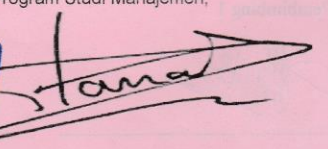
Untuk mahasiswa berikut

Nama : DENANDA PRATIWI
Nomor Pokok : K.2013.5.32555
Skripsi yang diajukan
Bidang Kajian : MSDM
Pokok Bahasan : KOMPENSASI
Tempat/Obyek : -

Judul Skripsi : PENGARUH KOMPENSASI FINANCIAL DAN KOMPENSASI NON FINANCIAL TERHADAP KEPUASAN KERJA DAN TURNOVER INTENTION

Demikian surat penetapan ini dikeluarkan untuk dilaksanakan dengan sebaiknya.
Penetapan ini berlaku sejak dikeluarkan.

Dikeluarkan di : Malang
Pada Tanggal : 18/07/2017
Ketua Program Studi Manajemen,


Dra. LINDANANTY, MM.
NIK-P.3M : 202.710.194





STIE Malangkuçęwara

(Accounting Business Management)

Jl. Terusan Candi Kalasan - Malang Telp. 0341-491813

KARTU BIMBINGAN SKRIPSI BAB IV s.d. BAB V

BLN/TGL	BAB	PERMASALAHAN	PARAF
Bulan :			
13 Juli	4	Kuisisioner	SN
			SN
Juni	4	Revisi foto pengantar kuisisioner	SN
	4	Hasil kuisisioner	SN
Bulan :			
Juni	4	Revisi Penyerahan Bab 4	SN
	4	Revisi Bab 4	SN
Juni	4	Revisi Penyerahan revisi Bab 4	SN
Bulan :			
Juli	4	Konsultasi Bab 4 dan Bab 5	SN
	3	Revisi Revisi Bab Indikator sedikit	SN
Juli	4	Revisi	SN
Bulan :			
Juli	5	Konsultasi kesimpulan	SN
Juli	5	Revisi kesimpulan & Saran	SN
Bulan :			
Agst		Acc Bab 4 & Bab 5	SN
			SN
Agst		Seminar Hasil tgl 02 Agustus (61)	SN
			SN

Dosen Pembimbing 1

Dosen Pembimbing 2

Catatan:

Bobot Penilaian skripsi oleh pembimbing sebesar 50% dengan kriteria penilaian:

6. Ide/inovasi penelitian
7. Pemahaman konsep/teori
8. Pemahaman Metodologi
9. Kemampuan Analisis
10. Rutinitas Pembimbingan