

LAMPIRAN-LAMPIRAN

Lampiran 1 Kuesioner

PENGANTAR KUESIONER PENELITIAN

Kepada Yth. Karyawan Sinar Rahayu Motor

Di Tempat

Dengan Hormat,

Sehubungan dengan penyusunan skripsi Program Studi

Kewirausahaan Universitas Pendidikan Indonesia Kampus Tasikmalaya, bersama ini peneliti bermaksud menyusun penelitian tentang “ Pengaruh Upah terhadap Kepuasan Kerja Karyawan Sinar Rahayu Motor”.

Adapun identitas dari peneliti :

Nama : Imas

NIM : 1801413

Prodi/ Fakultas : Kewirausahaan/ Kampus Tasikmalaya

Dengan ini saya meminta kesediannya bapak/ibu untuk mengisi kuesioner yang telah tersedia . Partisipasi kalian sangat kami hargai dan kuesioner ini hanya untuk keperluan skripsi saja, dan tidak akan dipublikasikan secara luas, sehingga kerahasiaan data dapat terjaga.

Demikian pengantar kuesioner penelitian ini, atas perhatian dan kerjasamanya peneliti mengucapkan terima kasih.

Hormat Saya



Imas

Petunjuk Pengisian:

1. Berikan pendapat Saudara/i dengan sejujurnya dan sebenarnya dengan memberikan tanda (√) pada kolom yang telah disediakan sesuai dengan pernyataan yang diberikan.
2. Setiap pernyataan hanya membutuhkan satu jawaban.
3. Kuesioner ini dibagi menjadi tiga bagian, yaitu identitas responden, kuesioner Upah, dan kuesioner Kepuasan kerja.

Identitas Responden :

1. Nama
2. Umur : 20 – 25 Tahun 25 – 30 Tahun
 35 – 40 Tahun >40 Tahun
3. Jenis Kelamin : Perempuan Laki-Laki
4. Jenis Pekerjaan : Tenaga Ahli Mesin
 Montir
 Administrasi
5. Lama bekerja : 1 – 5 Tahun 5 – 10 Tahun
 >10 Tahun

Keterangan :

Isilah tabel tersebut pada salah satu kotak yang sesuai dengan pilihan jawaban dan dengan skala sebagai berikut :

- STS = Sangat Tidak Setuju
- TS = Tidak Setuju
- N = Netral
- S = Setuju
- SS = Sangat Setuju

| No. | Pertanyaan Upah (X) | Jawaban Responden | | | | |
|--------------------------------------|--|-------------------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Sistem pengupahan | | | | | | |
| 1. | Besarnya pemberian upah sesuai dengan peraturan Sinar Rahayu Motor | | | | | |
| 2. | Pembayaran upah tepat waktu | | | | | |
| 3. | Sinar Rahayu motor menggunakan prosedur pengupahan yang baik | | | | | |
| 4. | Upah yang diberikan Sinar Rahayu Motor sudah layak | | | | | |
| 5. | Peraturan pengupahan jelas dan transparan | | | | | |
| 6. | Pembayaran upah sudah sesuai dengan standar UMK Jawa Barat | | | | | |
| 7. | Upah yang diberikan menurut waktu (perhari) | | | | | |
| 8. | System pengupahan harus terbuka | | | | | |
| Sistem upah menurut p roduksi | | | | | | |
| 9. | Upah yang diberikan sesuai dengan hasil pekerjaan saya | | | | | |
| 10. | Hasil kerja saya telah sesuai dengan yang di targetkan perusahaan. | | | | | |
| 11. | Upah yang diberikan sesuai dengan kinerja saya | | | | | |

| | | | | | | |
|--|--|--|--|--|--|--|
| 12. | Adanya bonus setiap hasil pekerjaan yang melebihi target | | | | | |
| 13. | Upah yang diberikan sesuai dengan tuntutan kerja dari sinar rahayu motor | | | | | |
| 14. | Upah yang diberikan seimbang dengan tanggung jawab saya | | | | | |
| 15. | Semakin banyak hasil kerja upah yang diberikan juga semakin besar | | | | | |
| Sistem upah menurut se nioritas | | | | | | |
| 16. | Pemberian upah disesuaikan dengan pengalaman kerja | | | | | |
| 17. | Jumlah pemberian upah sudah sesuai dengan pengalaman saudara selama bekerja. | | | | | |
| 18. | | | | | | |
| 19. | Upah ditentukan berdasarkan pengabdian kerja | | | | | |
| 20. | Upah ditentukan berdasarkan lama bekerja | | | | | |
| Sistem upah menurut kebutuhan | | | | | | |
| 21. | Upah yang diberikan cukup untuk memenuhi kebutuhan sehari-hari. | | | | | |
| 22. | Upah rata-rata yang diterima karyawan, akan dinaikan apabila harga kebutuhan pokok naik. | | | | | |

| 23. | Upah dapat memenuhi kebutuhan pribadi | | | | | |
|---|---|-------------------|----|---|---|----|
| 24. | Sinar Rahayu Motor memberikan pinjaman untuk kebutuhan mendadak | | | | | |
| 25. | Upah dapat memenuhi tunjangan kesehatan | | | | | |
| No. | Pertanyaan Kepuasan Kerja | Jawaban Responden | | | | |
| | | STS | TS | N | S | SS |
| Pekerjaan itu sendiri (<i>The Work Itself</i>) | | | | | | |
| 1. | Beban pekerjaan yang diberikan kepada saya sesuai dengan keterampilan dan kemampuan yang dimiliki | | | | | |
| 2. | Saya senantiasa mengerjakan pekerjaan dengan mementingkan kualitas dari hasil pekerjaan. | | | | | |
| 3. | Saya selalu berusaha untuk menyelesaikan pekerjaan sesuai dengan tugas yang diberikan | | | | | |
| 4. | Saya selalu punya ide yang kreatif saat bekerja. | | | | | |
| 5. | Saya senang bekerja di Sinar Rahayu Motor | | | | | |
| Pembayaran (<i>Pay</i>) | | | | | | |
| 6. | Jumlah bayaran yang diberikan telah sesuai dengan hasil pekerjaan saya. | | | | | |

| | | | | | | |
|---------------------------------------|--|--|--|--|--|--|
| 7. | Jumlah bayaran yang diberikan cukup untuk memenuhi kebutuhan sehari-hari | | | | | |
| 8. | Jumlah bayaran akan dinaikan apabila harga kebutuhan pokok naik | | | | | |
| 9. | Jumlah bayaran sudah sesuai dengan standar pembayaran Sinar Rahayu Motor | | | | | |
| 10. | Jumlah bayaran telah sesuai dengan tingkat keterampilan saya | | | | | |
| Promosi (<i>Promotion</i>) | | | | | | |
| 11. | Adanya kesempatan promosi yang diberikan oleh perusahaan kepada karyawan | | | | | |
| 12. | Adanya sosialisasi mengenai kebijakan promosi ditempat kerja | | | | | |
| 13. | Promosi dilakukan secara adil dan terbuka | | | | | |
| 14. | Penilaian promosi berdasarkan hasil kerja karyawan | | | | | |
| 15. | Adanya peraturan yang jelas mengenai promosi | | | | | |
| Supervisi (<i>Supervision</i>) | | | | | | |
| 16. | Pimpinan Sinar Rahayu Motor selalu memberikan pengawasan yang baik bagi karyawan | | | | | |

| | | | | | | |
|----------------------------------|--|--|--|--|--|--|
| 17. | Pimpinan Sinar Rahayu Motor selalu menegakan kedisiplinan bagi karyawan | | | | | |
| 18. | Pimpinan Sinar Rahayu Motor selalu memberikan arahan yang jelas dalam pencapaian target yang ditetapkan. | | | | | |
| 19. | Pimpinan menampung aspirasi dari karyawan | | | | | |
| 20. | Pimpinan selalu menanggapi keluhan dan keberataan dari karyawan | | | | | |
| Rekan Kerja (Co- Workers) | | | | | | |
| 21. | Saya dan rekan kerja saling memberikan dorongan | | | | | |
| 22. | Saya dan rekan kerja dapat bekerja sama dengan baik | | | | | |
| 23. | Saya dan rekan kerja selalu membantu apabila ada kesulitan. | | | | | |
| 24. | Saya dan rekan kerja selalu sharing tentang pekerjaan | | | | | |
| 25. | Saya dan rekn kerja dapat berkomunikasi dengan baik | | | | | |

Lampiran 2 Tabulasi Data

Upah (X)

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 |
| 4 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 3 | 4 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 |
| 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 |
| 5 | 5 | 4 | 3 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 2 | 4 | 3 | 4 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 |
| 3 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 4 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 |

Kepuasan Kerja (Y)

| | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 |
| 4 | 5 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 4 | 3 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | |
| 5 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 4 | 4 |
| 5 | 4 | 5 | 4 | 5 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |

Lampiran 3 Uji Validitas X

Correlations

| | | X19 | X20 | X21 | X22 | X23 | X24 | X25 | total |
|----|---------------------|--------|-------|-------|-------|------|-------|--------|-------|
| X1 | Pearson Correlation | .715* | .674* | .739* | .617 | .185 | .448 | .905** | .754* |
| | Sig. (2-tailed) | .020 | .033 | .015 | .057 | .610 | .194 | .000 | .012 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X2 | Pearson Correlation | .715* | .449 | .431 | .617 | .185 | .728* | .603 | .743* |
| | Sig. (2-tailed) | .020 | .193 | .214 | .057 | .610 | .017 | .065 | .014 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X3 | Pearson Correlation | .881** | .692* | .606 | .693* | .152 | .655* | .557 | .757* |
| | Sig. (2-tailed) | .001 | .027 | .063 | .026 | .676 | .040 | .094 | .011 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

| | | | | | | | | | |
|----|---------------------|--------|-------|--------|--------|------|--------|--------|--------|
| X4 | Pearson Correlation | .904** | .745* | .700* | .843** | .467 | .822** | .429 | .863** |
| | Sig. (2-tailed) | .000 | .013 | .024 | .002 | .174 | .003 | .217 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X5 | Pearson Correlation | .612 | .385 | .791** | .777** | .527 | .719* | .516 | .762* |
| | Sig. (2-tailed) | .060 | .272 | .006 | .008 | .117 | .019 | .126 | .010 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X6 | Pearson Correlation | .632* | .149 | .612 | .602 | .306 | .743* | .800** | .797** |
| | Sig. (2-tailed) | .050 | .681 | .060 | .066 | .390 | .014 | .005 | .006 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X7 | Pearson Correlation | .761* | .269 | .393 | .449 | .221 | .872** | .602 | .757* |
| | Sig. (2-tailed) | .011 | .452 | .261 | .193 | .539 | .001 | .066 | .011 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X8 | Pearson Correlation | .791** | .248 | .408 | .441 | .102 | .867** | .667* | .755* |
| | Sig. (2-tailed) | .006 | .489 | .242 | .202 | .779 | .001 | .035 | .012 |

| | | | | | | | | | |
|-----|---------------------|---------|--------|--------|--------|------|--------|--------|--------|
| N | | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X9 | Pearson Correlation | .571 | .628 | .639* | .884** | .344 | .425 | .361 | .633* |
| | Sig. (2-tailed) | .085 | .052 | .047 | .001 | .330 | .221 | .305 | .050 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X10 | Pearson Correlation | .791** | .745* | .748* | .642* | .272 | .557 | .667* | .743* |
| | Sig. (2-tailed) | .006 | .013 | .013 | .045 | .447 | .094 | .035 | .014 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X11 | Pearson Correlation | .757* | .500 | .704* | .703* | .371 | .694* | .862** | .871** |
| | Sig. (2-tailed) | .011 | .141 | .023 | .023 | .291 | .026 | .001 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X12 | Pearson Correlation | 1.000** | .707* | .645* | .761* | .323 | .881** | .632* | .922** |
| | Sig. (2-tailed) | .000 | .022 | .044 | .011 | .363 | .001 | .050 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X13 | Pearson Correlation | .678* | .319 | .700* | .671* | .467 | .822** | .429 | .757* |
| | Sig. (2-tailed) | .031 | .368 | .024 | .034 | .174 | .003 | .217 | .011 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X14 | Pearson Correlation | .678* | .532 | .758* | .705* | .554 | .769** | .429 | .761* |
| | Sig. (2-tailed) | .031 | .113 | .011 | .023 | .097 | .009 | .217 | .011 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X15 | Pearson Correlation | .816** | .577 | .791** | .777** | .395 | .719* | .775** | .896** |
| | Sig. (2-tailed) | .004 | .081 | .006 | .008 | .258 | .019 | .009 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X16 | Pearson Correlation | .000 | -.449 | .123 | .073 | .339 | .168 | .302 | .198 |
| | Sig. (2-tailed) | 1.000 | .193 | .735 | .842 | .339 | .643 | .397 | .583 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X17 | Pearson Correlation | .816** | .770** | .791** | .933** | .527 | .719* | .516 | .877** |

| | | | | | | | | | |
|-----|---------------------|--------|-------|--------|--------|------|--------|--------|--------|
| | Sig. (2-tailed) | .004 | .009 | .006 | .000 | .117 | .019 | .126 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X18 | Pearson Correlation | .741* | .349 | .574 | .620 | .223 | .783** | .781** | .825** |
| | Sig. (2-tailed) | .014 | .323 | .083 | .056 | .535 | .007 | .008 | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X19 | Pearson Correlation | 1 | .707* | .645* | .761* | .323 | .881** | .632* | .922** |
| | Sig. (2-tailed) | | .022 | .044 | .011 | .363 | .001 | .050 | .000 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X20 | Pearson Correlation | .707* | 1 | .609 | .628 | .304 | .415 | .447 | .638* |
| | Sig. (2-tailed) | .022 | | .062 | .052 | .393 | .233 | .195 | .047 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X21 | Pearson Correlation | .645* | .609 | 1 | .836** | .458 | .606 | .816** | .841** |
| | Sig. (2-tailed) | .044 | .062 | | .003 | .183 | .063 | .004 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X22 | Pearson Correlation | .761* | .628 | .836** | 1 | .516 | .693* | .602 | .887** |
| | Sig. (2-tailed) | .011 | .052 | .003 | | .127 | .026 | .066 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X23 | Pearson Correlation | .323 | .304 | .458 | .516 | 1 | .341 | .204 | .500 |
| | Sig. (2-tailed) | .363 | .393 | .183 | .127 | | .335 | .572 | .141 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X24 | Pearson Correlation | .881** | .415 | .606 | .693* | .341 | 1 | .557 | .880** |
| | Sig. (2-tailed) | .001 | .233 | .063 | .026 | .335 | | .094 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| X25 | Pearson Correlation | .632* | .447 | .816** | .602 | .204 | .557 | 1 | .782** |
| | Sig. (2-tailed) | .050 | .195 | .004 | .066 | .572 | .094 | | .007 |

| | | | | | | | | |
|---------------------|--------|-------|--------|--------|------|--------|--------|----|
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Total | | | | | | | | |
| Pearson Correlation | .922** | .638* | .841** | .887** | .500 | .880** | .782** | 1 |
| Sig. (2-tailed) | .000 | .047 | .002 | .001 | .141 | .001 | .007 | |
| N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

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

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

Lampiran 4 Uji Validitas Y

Correlations

| | y19 | y20 | y21 | y22 | y23 | y24 | y25 | Total | |
|----|---------------------|------|-------|--------|-------|--------|------|-------|--------|
| y1 | Pearson Correlation | .447 | .304 | .447 | .000 | .745* | .609 | -.149 | .829** |
| | Sig. (2-tailed) | .195 | .393 | .195 | 1.000 | .013 | .062 | .681 | .003 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y2 | Pearson Correlation | .516 | .527 | .775** | .195 | .258 | .264 | .516 | .633* |
| | Sig. (2-tailed) | .126 | .117 | .009 | .590 | .471 | .462 | .126 | .049 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y3 | Pearson Correlation | .124 | .000 | .124 | .000 | .620 | .506 | -.372 | .733* |
| | Sig. (2-tailed) | .733 | 1.000 | .733 | 1.000 | .056 | .135 | .290 | .016 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y4 | Pearson Correlation | .333 | .408 | .667* | -.050 | .667* | .408 | .000 | .791** |
| | Sig. (2-tailed) | .347 | .242 | .035 | .890 | .035 | .242 | 1.000 | .006 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y5 | Pearson Correlation | .287 | .078 | .479 | -.347 | .670* | .469 | .096 | .637* |
| | Sig. (2-tailed) | .421 | .830 | .161 | .327 | .034 | .171 | .792 | .048 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y6 | Pearson Correlation | .535 | .327 | .802** | .161 | .802** | .600 | .267 | .822** |
| | Sig. (2-tailed) | .111 | .356 | .005 | .656 | .005 | .067 | .455 | .004 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y7 | Pearson Correlation | .149 | .000 | .447 | -.225 | .447 | .304 | .149 | .646* |
| | Sig. (2-tailed) | .681 | 1.000 | .195 | .532 | .195 | .393 | .681 | .043 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y8 | Pearson Correlation | .603 | .492 | .603 | .091 | .603 | .492 | .000 | .787** |
| | Sig. (2-tailed) | .065 | .148 | .065 | .803 | .065 | .148 | 1.000 | .007 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

| | | | | | | | | | |
|-----|---------------------|--------|-------|--------|-------|--------|------|--------|--------|
| y9 | Pearson Correlation | .384 | .209 | .384 | .232 | .640* | .470 | -.128 | .688* |
| | Sig. (2-tailed) | .273 | .562 | .273 | .520 | .046 | .170 | .724 | .028 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y10 | Pearson Correlation | .400 | .204 | .600 | .151 | .800** | .612 | .000 | .850** |
| | Sig. (2-tailed) | .252 | .572 | .067 | .678 | .005 | .060 | 1.000 | .002 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y11 | Pearson Correlation | .149 | .304 | .149 | .000 | .447 | .304 | -.447 | .699* |
| | Sig. (2-tailed) | .681 | .393 | .681 | 1.000 | .195 | .393 | .195 | .025 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y12 | Pearson Correlation | .302 | .185 | .302 | -.136 | .603 | .492 | .000 | .721* |
| | Sig. (2-tailed) | .397 | .610 | .397 | .707 | .065 | .148 | 1.000 | .019 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y13 | Pearson Correlation | .447 | .304 | .447 | .225 | .745* | .609 | .149 | .686* |
| | Sig. (2-tailed) | .195 | .393 | .195 | .532 | .013 | .062 | .681 | .029 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y14 | Pearson Correlation | .384 | .470 | .384 | .039 | .640* | .470 | -.128 | .822** |
| | Sig. (2-tailed) | .273 | .170 | .273 | .916 | .046 | .170 | .724 | .004 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y15 | Pearson Correlation | .000 | -.167 | .408 | -.185 | .408 | .250 | .000 | .637* |
| | Sig. (2-tailed) | 1.000 | .645 | .242 | .610 | .242 | .486 | 1.000 | .048 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y16 | Pearson Correlation | .816** | .583 | .816** | .492 | .408 | .583 | .816** | .615 |
| | Sig. (2-tailed) | .004 | .077 | .004 | .148 | .242 | .077 | .004 | .058 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

| | | | | | | | | | |
|-----|---------------------|--------|--------|-------|-------|--------|--------|-------|--------|
| y17 | Pearson Correlation | .862** | .704* | .479 | .635* | .479 | .704* | .287 | .806** |
| | Sig. (2-tailed) | .001 | .023 | .161 | .048 | .161 | .023 | .421 | .005 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y18 | Pearson Correlation | .603 | .431 | .302 | .591 | .603 | .739* | .000 | .877** |
| | Sig. (2-tailed) | .065 | .214 | .397 | .072 | .065 | .015 | 1.000 | .001 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y19 | Pearson Correlation | 1 | .816** | .600 | .603 | .600 | .816** | .600 | .692* |
| | Sig. (2-tailed) | | .004 | .067 | .065 | .067 | .004 | .067 | .027 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y20 | Pearson Correlation | .816** | 1 | .408 | .492 | .408 | .583 | .408 | .526 |
| | Sig. (2-tailed) | .004 | | .242 | .148 | .242 | .077 | .242 | .119 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y21 | Pearson Correlation | .600 | .408 | 1 | .000 | .600 | .408 | .600 | .657* |
| | Sig. (2-tailed) | .067 | .242 | | 1.000 | .067 | .242 | .067 | .039 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y22 | Pearson Correlation | .603 | .492 | .000 | 1 | .000 | .492 | .302 | .298 |
| | Sig. (2-tailed) | .065 | .148 | 1.000 | | 1.000 | .148 | .397 | .402 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y23 | Pearson Correlation | .600 | .408 | .600 | .000 | 1 | .816** | .200 | .815** |
| | Sig. (2-tailed) | .067 | .242 | .067 | 1.000 | | .004 | .580 | .004 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y24 | Pearson Correlation | .816** | .583 | .408 | .492 | .816** | 1 | .408 | .776** |
| | Sig. (2-tailed) | .004 | .077 | .242 | .148 | .004 | | .242 | .008 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| y25 | Pearson Correlation | .600 | .408 | .600 | .302 | .200 | .408 | 1 | .201 |
| | Sig. (2-tailed) | | | | | | | | |
| | N | | | | | | | | |

| | | | | | | | | | |
|-------|---------------------|-------|------|-------|------|--------|--------|------|------|
| | Sig. (2-tailed) | .067 | .242 | .067 | .397 | .580 | .242 | | .577 |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |
| Total | Pearson Correlation | .692* | .526 | .657* | .298 | .815** | .776** | .201 | 1 |
| | Sig. (2-tailed) | .027 | .119 | .039 | .402 | .004 | .008 | .577 | |
| | N | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 |

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

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

Lampiran 5 Uji Deskripsi data statistik

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------------------|----|---------|---------|-------|----------------|
| Sistem_pengupahan | 10 | 24 | 40 | 33.10 | 4.886 |
| sistem_upah_menurut_produksi | 10 | 22 | 35 | 28.40 | 4.526 |
| sistem_upah_menurut_senioritas | 10 | 13 | 20 | 16.80 | 2.486 |
| sistem_upah_menurut_kebutuhan | 10 | 14 | 20 | 16.90 | 2.183 |
| Valid N (listwise) | 10 | | | | |

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|-----------------------|----|---------|---------|-------|----------------|
| pekerjaan_itu_sendiri | 10 | 15 | 25 | 21.10 | 3.315 |
| pembayaran | 10 | 15 | 25 | 21.60 | 3.340 |
| promosi | 10 | 18 | 25 | 22.50 | 2.877 |
| supervisi | 10 | 9 | 15 | 13.00 | 2.160 |
| rekan_kerja | 10 | 12 | 15 | 13.40 | 1.350 |
| Valid N (listwise) | 10 | | | | |

6 Uji Reabilitas

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .973 | 23 |

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .957 | 21 |

Lampiran
Lampiran 7 Uji Normalitas

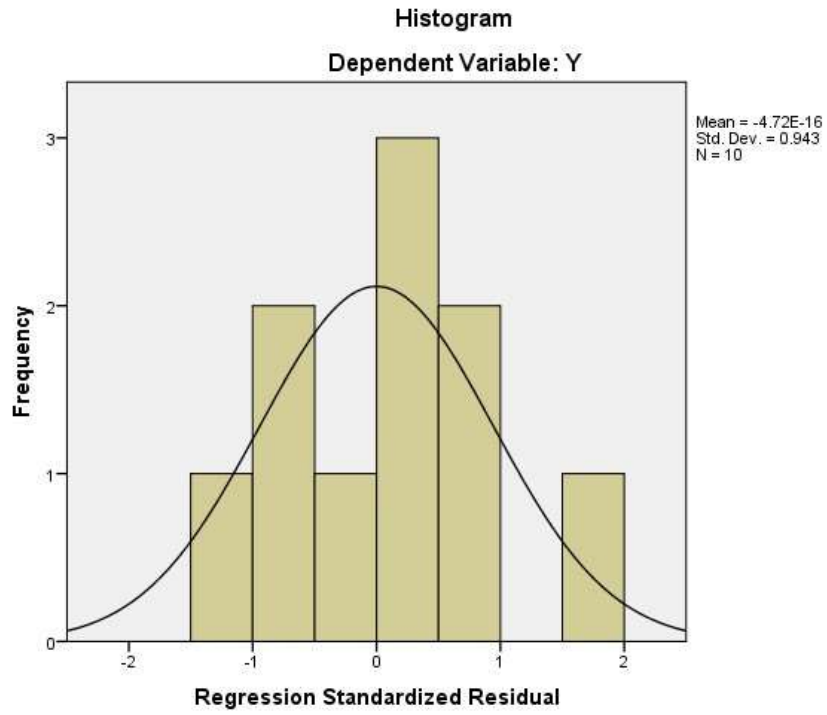
One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized |
|----------------------------------|----------------|----------------|
| | | Residual |
| N | | 10 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 7.09136293 |
| Most Extreme Differences | Absolute | .143 |
| | Positive | .143 |
| | Negative | -.108 |
| Kolmogorov-Smirnov Z | | .451 |
| Asymp. Sig. (2-tailed) | | .987 |

a. Test distribution is Normal.

b. Calculated from data.

8 Histogram

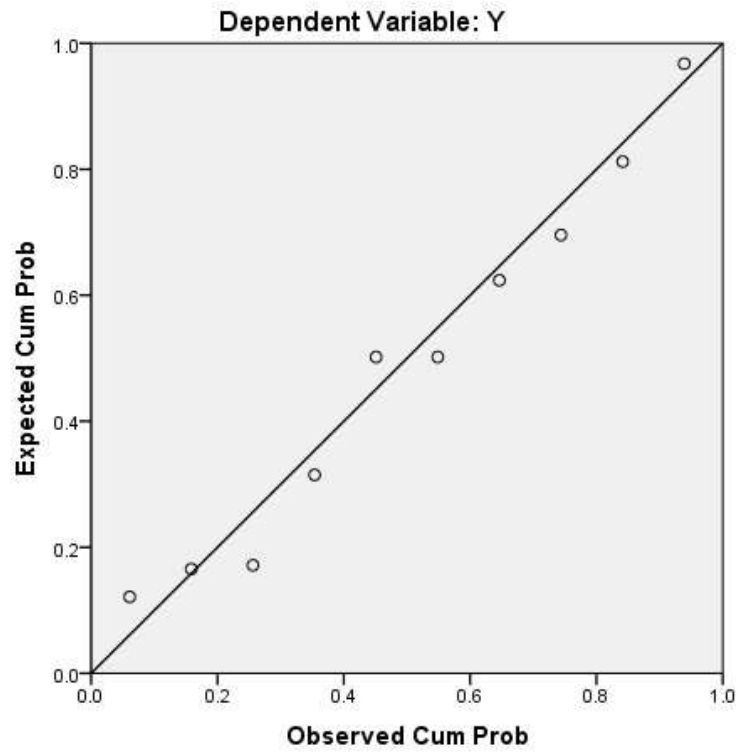


Lampiran

Lampiran

9 P-Plot

Normal P-P Plot of Regression Standardized Residual



Lampiran

10 Uji Multikolinieritas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 42.284 | 17.602 | | 2.402 | .043 | | |
| 1 x | .710 | .183 | .808 | 3.877 | .005 | 1.000 | 1.000 |

a. Dependent Variable: Y

Lampiran

11 Uji Heteroskedastisitas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. |
|--------------|-----------------------------|------------|-----------------------------------|--------|------|
| | B | Std. Error | | | |
| 1 (Constant) | 25.939 | 10.657 | | 2.434 | .041 |
| x | -.204 | .111 | -.546 | -1.842 | .103 |

a. Dependent Variable: ABS_RES

Lampiran

12 Uji t

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients Beta | t | Sig. | Collinearity Statistics | |
|------------|-----------------------------|------------|-----------------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | | | | Tolerance | VIF |
| (Constant) | 42.284 | 17.602 | | 2.402 | .043 | | |
| 1 x | .710 | .183 | .808 | 3.877 | .005 | 1.000 | 1.000 |

a. Dependent Variable: Y

Lampiran

13 Uji Regresi Sederhana

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 42.284 | 17.602 | | 2.402 | .043 | | |
| 1 x | .710 | .183 | .808 | 3.877 | .005 | 1.000 | 1.000 |

a. Dependent Variable: Y

Lampiran

14 Uji Koefisien Determinasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .808 ^a | .653 | .609 | 7.522 |

a. Predictors: (Constant), x

b. Dependent Variable: Y