1. DISTRIBUSI FREKUENSI JAWABAN RESPONDEN
2. Variabel Konflik Kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 5 | 5.0 | 5.0 | 5.0 |
| 3.00 | 11 | 10.9 | 10.9 | 15.8 |
| 4.00 | 45 | 44.6 | 44.6 | 60.4 |
| 5.00 | 40 | 39.6 | 39.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 5 | 5.0 | 5.0 | 5.0 |
| 3.00 | 11 | 10.9 | 10.9 | 15.8 |
| 4.00 | 48 | 47.5 | 47.5 | 63.4 |
| 5.00 | 37 | 36.6 | 36.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 6 | 5.9 | 5.9 | 5.9 |
| 3.00 | 8 | 7.9 | 7.9 | 13.9 |
| 4.00 | 53 | 52.5 | 52.5 | 66.3 |
| 5.00 | 34 | 33.7 | 33.7 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X1.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 7 | 6.9 | 6.9 | 6.9 |
| 3.00 | 14 | 13.9 | 13.9 | 20.8 |
| 4.00 | 32 | 31.7 | 31.7 | 52.5 |
| 5.00 | 48 | 47.5 | 47.5 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

1. Variabel Stres kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 4 | 4.0 | 4.0 | 4.0 |
| 3.00 | 11 | 10.9 | 10.9 | 14.9 |
| 4.00 | 46 | 45.5 | 45.5 | 60.4 |
| 5.00 | 40 | 39.6 | 39.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| 3.00 | 13 | 12.9 | 12.9 | 15.8 |
| 4.00 | 46 | 45.5 | 45.5 | 61.4 |
| 5.00 | 39 | 38.6 | 38.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 4 | 4.0 | 4.0 | 4.0 |
| 3.00 | 8 | 7.9 | 7.9 | 11.9 |
| 4.00 | 48 | 47.5 | 47.5 | 59.4 |
| 5.00 | 41 | 40.6 | 40.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 7 | 6.9 | 6.9 | 6.9 |
| 3.00 | 13 | 12.9 | 12.9 | 19.8 |
| 4.00 | 35 | 34.7 | 34.7 | 54.5 |
| 5.00 | 46 | 45.5 | 45.5 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X2.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 4 | 4.0 | 4.0 | 4.0 |
| 3.00 | 11 | 10.9 | 10.9 | 14.9 |
| 4.00 | 45 | 44.6 | 44.6 | 59.4 |
| 5.00 | 41 | 40.6 | 40.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

1. Variabel Kompensasi

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| 3.00 | 14 | 13.9 | 13.9 | 16.8 |
| 4.00 | 53 | 52.5 | 52.5 | 69.3 |
| 5.00 | 31 | 30.7 | 30.7 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| 3.00 | 14 | 13.9 | 13.9 | 16.8 |
| 4.00 | 50 | 49.5 | 49.5 | 66.3 |
| 5.00 | 34 | 33.7 | 33.7 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| 3.00 | 10 | 9.9 | 9.9 | 11.9 |
| 4.00 | 56 | 55.4 | 55.4 | 67.3 |
| 5.00 | 33 | 32.7 | 32.7 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X3.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| 3.00 | 13 | 12.9 | 12.9 | 14.9 |
| 4.00 | 50 | 49.5 | 49.5 | 64.4 |
| 5.00 | 36 | 35.6 | 35.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

1. Variabel Kepuasan Kerja

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| 3.00 | 11 | 10.9 | 10.9 | 12.9 |
| 4.00 | 46 | 45.5 | 45.5 | 58.4 |
| 5.00 | 42 | 41.6 | 41.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 2 | 2.0 | 2.0 | 2.0 |
| 3.00 | 10 | 9.9 | 9.9 | 11.9 |
| 4.00 | 45 | 44.6 | 44.6 | 56.4 |
| 5.00 | 44 | 43.6 | 43.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 3 | 3.0 | 3.0 | 3.0 |
| 3.00 | 10 | 9.9 | 9.9 | 12.9 |
| 4.00 | 49 | 48.5 | 48.5 | 61.4 |
| 5.00 | 39 | 38.6 | 38.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| 3.00 | 8 | 7.9 | 7.9 | 8.9 |
| 4.00 | 53 | 52.5 | 52.5 | 61.4 |
| 5.00 | 39 | 38.6 | 38.6 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| 3.00 | 8 | 7.9 | 7.9 | 8.9 |
| 4.00 | 45 | 44.6 | 44.6 | 53.5 |
| 5.00 | 47 | 46.5 | 46.5 | 100.0 |
| Total | 101 | 100.0 | 100.0 |  |

1. PENGUJIAN VALIDITAS DATA
2. Variabel Konflik Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | Konflik Kerja (X1) |
| X1.1 | Pearson Correlation | 1 | .632\*\* | .706\*\* | .660\*\* | .868\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| X1.2 | Pearson Correlation | .632\*\* | 1 | .583\*\* | .664\*\* | .834\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| X1.3 | Pearson Correlation | .706\*\* | .583\*\* | 1 | .677\*\* | .858\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| X1.4 | Pearson Correlation | .660\*\* | .664\*\* | .677\*\* | 1 | .881\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| Konflik Kerja (X1) | Pearson Correlation | .868\*\* | .834\*\* | .858\*\* | .881\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 101 | 101 | 101 | 101 | 101 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

1. Variabel Stres kerja

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | Stres Kerja (X2) |
| X2.1 | Pearson Correlation | 1 | .568\*\* | .738\*\* | .651\*\* | .595\*\* | .844\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| X2.2 | Pearson Correlation | .568\*\* | 1 | .506\*\* | .667\*\* | .676\*\* | .812\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| X2.3 | Pearson Correlation | .738\*\* | .506\*\* | 1 | .675\*\* | .600\*\* | .835\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| X2.4 | Pearson Correlation | .651\*\* | .667\*\* | .675\*\* | 1 | .632\*\* | .873\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| X2.5 | Pearson Correlation | .595\*\* | .676\*\* | .600\*\* | .632\*\* | 1 | .832\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| Stres Kerja (X2) | Pearson Correlation | .844\*\* | .812\*\* | .835\*\* | .873\*\* | .832\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | |

1. Variabel Kompensasi

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | Kompensasi (X3) |
| X3.1 | Pearson Correlation | 1 | .606\*\* | .601\*\* | .548\*\* | .835\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| X3.2 | Pearson Correlation | .606\*\* | 1 | .483\*\* | .689\*\* | .846\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| X3.3 | Pearson Correlation | .601\*\* | .483\*\* | 1 | .545\*\* | .786\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| X3.4 | Pearson Correlation | .548\*\* | .689\*\* | .545\*\* | 1 | .842\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 |
| N | 101 | 101 | 101 | 101 | 101 |
| Kompensasi (X3) | Pearson Correlation | .835\*\* | .846\*\* | .786\*\* | .842\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  |
| N | 101 | 101 | 101 | 101 | 101 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | |

1. Variabel Kepuasan Kerja

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Kepuasan Kerja (Y) |
| Y.1 | Pearson Correlation | 1 | .561\*\* | .618\*\* | .590\*\* | .508\*\* | .823\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| Y.2 | Pearson Correlation | .561\*\* | 1 | .554\*\* | .617\*\* | .530\*\* | .817\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| Y.3 | Pearson Correlation | .618\*\* | .554\*\* | 1 | .480\*\* | .568\*\* | .812\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .000 | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| Y.4 | Pearson Correlation | .590\*\* | .617\*\* | .480\*\* | 1 | .485\*\* | .784\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 |  | .000 | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| Y.5 | Pearson Correlation | .508\*\* | .530\*\* | .568\*\* | .485\*\* | 1 | .767\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 |  | .000 |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| Kepuasan Kerja (Y) | Pearson Correlation | .823\*\* | .817\*\* | .812\*\* | .784\*\* | .767\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 |  |
| N | 101 | 101 | 101 | 101 | 101 | 101 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |

1. PENGUJIAN RELIABILITAS DATA
2. Variabel Konflik Kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 101 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 101 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .882 | 4 |

1. Variabel Stres kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 101 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 101 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .894 | 5 |

1. Variabel Kompensasi

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 101 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 101 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .846 | 4 |

1. Variabel Kepuasan Kerja

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 101 | 100.0 |
| Excludeda | 0 | .0 |
| Total | 101 | 100.0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .860 | 5 |

1. PENGUJIAN ASUMSI KLASIK
2. Uji Normalitas

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 101 |
| Normal Parametersa,b | Mean | .0000000 |
| Std. Deviation | 2.38617054 |
| Most Extreme Differences | Absolute | .060 |
| Positive | .046 |
| Negative | -.060 |
| Test Statistic | | .060 |
| Asymp. Sig. (2-tailed) | | .200c,d |
| a. Test distribution is Normal. | | |
| b. Calculated from data. | | |
| c. Lilliefors Significance Correction. | | |
| d. This is a lower bound of the true significance. | | |

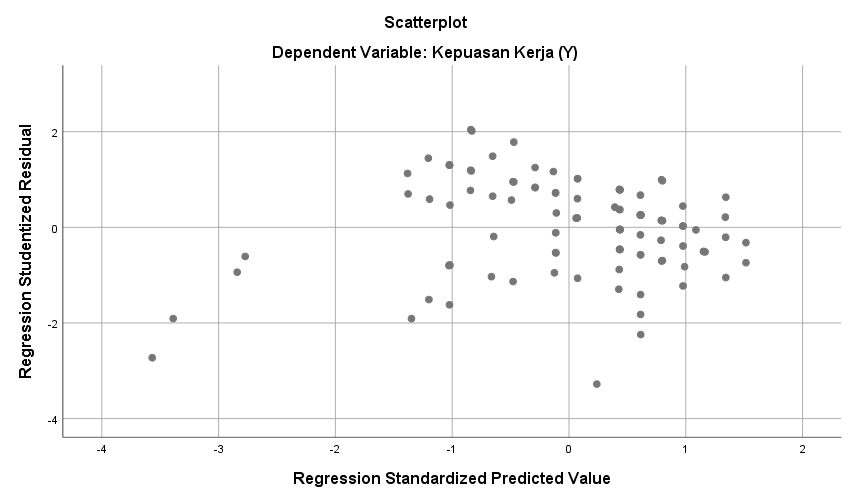
1. Uji Multikolinieritas

|  |  |  |  |
| --- | --- | --- | --- |
| **Coefficientsa** | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | Konflik Kerja (X1) | .401 | 2.492 |
| Stres Kerja (X2) | .399 | 2.507 |
| Kompensasi (X3) | .816 | 1.225 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | |

1. Uji Autokorelasi

|  |  |
| --- | --- |
| **Model Summaryb** | |
| Model | Durbin-Watson |
| 1 | 1.572a |
| a. Predictors: (Constant), Kompensasi (X3), Konflik Kerja (X1), Stres Kerja (X2) | |
| b. Dependent Variable: Kepuasan Kerja (Y) | |

1. Uji Heterokedastisitas



1. ANALISIS REGRESI LINIER BERGANDA

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .539a | .291 | .269 | 2.42279 |
| a. Predictors: (Constant), Kompensasi (X3), Konflik Kerja (X1), Stres Kerja (X2) | | | | |
| b. Dependent Variable: Kepuasan Kerja (Y) | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 10.988 | 1.919 |  | 5.725 | .000 |
| Konflik Kerja (X1) | -.268 | .132 | -.273 | -2.025 | .046 |
| Stres Kerja (X2) | -.270 | .113 | -.324 | -2.391 | .019 |
| Kompensasi (X3) | .556 | .111 | .476 | 5.026 | .000 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |

1. PENGUJIAN HIPOTESIS
2. Uji t

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 10.988 | 1.919 |  | 5.725 | .000 |
| Konflik Kerja (X1) | -.268 | .132 | -.273 | -2.025 | .046 |
| Stres Kerja (X2) | -.270 | .113 | -.324 | -2.391 | .019 |
| Kompensasi (X3) | .556 | .111 | .476 | 5.026 | .000 |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |

1. Uji F

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 233.570 | 3 | 77.857 | 13.264 | .000b |
| Residual | 569.381 | 97 | 5.870 |  |  |
| Total | 802.950 | 100 |  |  |  |
| a. Dependent Variable: Kepuasan Kerja (Y) | | | | | | |
| b. Predictors: (Constant), Kompensasi (X3), Konflik Kerja (X1), Stres Kerja (X2) | | | | | | |