

Lampiran 7.

**TABEL INDUK**  
**ANALISIS KEPUASAN KERJA SUMBER DAYA MANUSIA**  
**(Studi Kasus pada Dinas Kehutanan dan Perkebunan Provinsi Banten)**

<b>No.</b>	<b>Bj</b>	<b>Pk</b>	<b>Bk</b>	<b>Lk</b>	<b>Ak</b>	<b>Sp</b>	<b>Jp</b>	<b>Km</b>	<b>Kp</b>
1	25.00	25.00	12.00	12.00	18.00	19.00	13.00	15.00	18.00
2	24.00	18.00	15.00	13.00	18.00	19.00	13.00	17.00	20.00
3	23.00	18.00	15.00	13.00	18.00	16.00	13.00	17.00	20.00
4	25.00	18.00	13.00	13.00	18.00	17.00	11.00	17.00	20.00
5	23.00	15.00	15.00	13.00	15.00	15.00	12.00	14.00	17.00
6	23.00	16.00	12.00	11.00	16.00	15.00	11.00	13.00	16.00
7	20.00	15.00	12.00	11.00	16.00	14.00	12.00	13.00	16.00
8	20.00	15.00	15.00	12.00	15.00	14.00	13.00	14.00	17.00
9	21.00	15.00	13.00	13.00	15.00	16.00	11.00	10.00	10.00
10	19.00	15.00	12.00	12.00	15.00	15.00	13.00	14.00	17.00
11	18.00	16.00	11.00	11.00	15.00	16.00	12.00	13.00	16.00
12	21.00	16.00	14.00	15.00	15.00	15.00	12.00	13.00	16.00
13	22.00	15.00	14.00	13.00	18.00	13.00	12.00	13.00	17.00
14	17.00	17.00	15.00	14.00	16.00	15.00	12.00	14.00	17.00
15	15.00	15.00	14.00	14.00	15.00	13.00	13.00	10.00	10.00
16	18.00	17.00	14.00	14.00	17.00	17.00	13.00	16.00	19.00
17	17.00	17.00	12.00	11.00	15.00	16.00	13.00	14.00	17.00
18	18.00	16.00	15.00	14.00	16.00	16.00	11.00	15.00	18.00
19	19.00	17.00	12.00	13.00	17.00	17.00	12.00	16.00	19.00
20	17.00	17.00	10.00	13.00	16.00	16.00	10.00	14.00	17.00
21	18.00	15.00	10.00	13.00	20.00	16.00	11.00	15.00	18.00
22	18.00	18.00	12.00	12.00	16.00	16.00	13.00	15.00	18.00
23	15.00	15.00	13.00	13.00	15.00	16.00	13.00	10.00	10.00
24	18.00	16.00	12.00	12.00	18.00	16.00	13.00	15.00	18.00
25	15.00	15.00	15.00	14.00	17.00	12.00	13.00	12.00	15.00
26	17.00	15.00	12.00	12.00	15.00	15.00	12.00	14.00	17.00
27	18.00	16.00	13.00	13.00	16.00	16.00	12.00	15.00	18.00
28	19.00	18.00	12.00	12.00	20.00	17.00	13.00	16.00	19.00
29	15.00	15.00	13.00	12.00	15.00	16.00	12.00	10.00	10.00
30	18.00	17.00	13.00	12.00	18.00	20.00	13.00	15.00	18.00
31	19.00	17.00	13.00	12.00	17.00	20.00	13.00	16.00	19.00
32	17.00	17.00	14.00	13.00	17.00	20.00	14.00	14.00	17.00
33	18.00	18.00	15.00	13.00	16.00	20.00	14.00	15.00	18.00
34	19.00	17.00	14.00	12.00	17.00	20.00	15.00	16.00	19.00
35	17.00	16.00	15.00	13.00	15.00	18.00	13.00	14.00	17.00
36	17.00	15.00	14.00	12.00	16.00	19.00	15.00	14.00	17.00
37	15.00	15.00	12.00	12.00	15.00	20.00	15.00	10.00	10.00
38	17.00	16.00	13.00	13.00	15.00	18.00	15.00	14.00	17.00
39	15.00	20.00	15.00	13.00	15.00	18.00	14.00	12.00	15.00

<b>No.</b>	<b>Bj</b>	<b>Pk</b>	<b>Bk</b>	<b>Lk</b>	<b>Ak</b>	<b>Sp</b>	<b>Jp</b>	<b>Km</b>	<b>Kp</b>
40	19.00	17.00	12.00	12.00	17.00	16.00	13.00	15.00	19.00
41	17.00	18.00	15.00	13.00	15.00	15.00	14.00	14.00	17.00
42	18.00	17.00	13.00	12.00	16.00	16.00	15.00	10.00	18.00
43	15.00	15.00	13.00	12.00	15.00	10.00	14.00	10.00	10.00
44	17.00	17.00	15.00	13.00	15.00	15.00	15.00	10.00	17.00
45	17.00	15.00	14.00	14.00	15.00	15.00	13.00	14.00	17.00
46	18.00	15.00	13.00	14.00	16.00	16.00	13.00	18.00	18.00
47	18.00	23.00	14.00	15.00	16.00	16.00	14.00	10.00	18.00
48	18.00	23.00	13.00	14.00	16.00	15.00	14.00	10.00	18.00
49	17.00	15.00	14.00	15.00	15.00	15.00	14.00	14.00	17.00
50	17.00	18.00	13.00	15.00	15.00	15.00	15.00	10.00	17.00
51	15.00	15.00	11.00	10.00	15.00	10.00	15.00	10.00	10.00
52	20.00	23.00	11.00	12.00	18.00	18.00	15.00	10.00	20.00
53	15.00	15.00	13.00	15.00	15.00	13.00	15.00	12.00	15.00
54	18.00	18.00	14.00	15.00	16.00	16.00	15.00	15.00	18.00
55	18.00	17.00	13.00	15.00	16.00	16.00	13.00	12.00	18.00
56	17.00	17.00	14.00	15.00	15.00	15.00	15.00	10.00	17.00
57	15.00	15.00	10.00	10.00	15.00	10.00	15.00	10.00	10.00
58	18.00	17.00	15.00	15.00	16.00	16.00	5.00	10.00	18.00
59	20.00	20.00	15.00	15.00	20.00	18.00	14.00	10.00	20.00
60	17.00	20.00	14.00	15.00	15.00	15.00	13.00	14.00	17.00
61	16.00	20.00	14.00	15.00	16.00	14.00	14.00	10.00	16.00
62	20.00	24.00	12.00	12.00	18.00	18.00	15.00	17.00	20.00
63	20.00	20.00	12.00	14.00	18.00	18.00	15.00	17.00	20.00
64	19.00	20.00	14.00	14.00	17.00	17.00	15.00	10.00	19.00
65	15.00	15.00	10.00	10.00	15.00	10.00	15.00	10.00	10.00
66	19.00	20.00	14.00	14.00	17.00	17.00	15.00	10.00	19.00
67	15.00	20.00	14.00	15.00	15.00	12.00	15.00	12.00	15.00
68	17.00	18.00	13.00	13.00	15.00	15.00	15.00	15.00	17.00
69	17.00	17.00	14.00	15.00	15.00	15.00	15.00	12.00	17.00
70	18.00	17.00	12.00	13.00	16.00	15.00	15.00	15.00	18.00
71	10.00	15.00	11.00	10.00	15.00	10.00	15.00	10.00	10.00
72	20.00	18.00	13.00	13.00	18.00	18.00	15.00	10.00	20.00
73	17.00	17.00	12.00	13.00	15.00	15.00	15.00	10.00	17.00
74	20.00	18.00	14.00	14.00	18.00	17.00	14.00	15.00	20.00
75	20.00	19.00	15.00	15.00	18.00	18.00	14.00	10.00	20.00
76	20.00	24.00	15.00	15.00	18.00	18.00	14.00	17.00	20.00
77	20.00	19.00	14.00	14.00	18.00	18.00	14.00	10.00	20.00
78	20.00	20.00	15.00	15.00	18.00	18.00	15.00	10.00	20.00

## Lampiran 8. Hasil analisa statistik menggunakan SPSS 9.00

### a. Frequency Table

BJ

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10.00	1	1.3	1.3	1.3
	15.00	12	15.4	15.4	16.7
	16.00	1	1.3	1.3	17.9
	17.00	18	23.1	23.1	41.0
	18.00	17	21.8	21.8	62.8
	19.00	8	10.3	10.3	73.1
	20.00	12	15.4	15.4	88.5
	21.00	2	2.6	2.6	91.0
	22.00	1	1.3	1.3	92.3
	23.00	3	3.8	3.8	96.2
	24.00	1	1.3	1.3	97.4
	25.00	2	2.6	2.6	100.0
	Total	78	100.0	100.0	

PK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15.00	23	29.5	29.5	29.5
	16.00	8	10.3	10.3	39.7
	17.00	18	23.1	23.1	62.8
	18.00	12	15.4	15.4	78.2
	19.00	2	2.6	2.6	80.8
	20.00	9	11.5	11.5	92.3
	23.00	3	3.8	3.8	96.2
	24.00	2	2.6	2.6	98.7
	25.00	1	1.3	1.3	100.0
	Total	78	100.0	100.0	

BK

		Frequency	Percent	Valid Percent	Cumulative Percent
	10.00	4	5.1	5.1	5.1
	11.00	4	5.1	5.1	10.3
	12.00	16	20.5	20.5	30.8
	13.00	17	21.8	21.8	52.6
	14.00	20	25.6	25.6	78.2
	15.00	17	21.8	21.8	100.0
	Total	78	100.0	100.0	

LK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10.00	4	5.1	5.1	5.1
	11.00	4	5.1	5.1	10.3
	12.00	18	23.1	23.1	33.3
	13.00	22	28.2	28.2	61.5
	14.00	13	16.7	16.7	78.2
	15.00	17	21.8	21.8	100.0
	Total	78	100.0	100.0	

AK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15.00	32	41.0	41.0	41.0
	16.00	18	23.1	23.1	64.1
	17.00	9	11.5	11.5	75.6
	18.00	16	20.5	20.5	96.2
	20.00	3	3.8	3.8	100.0
	Total	78	100.0	100.0	

SP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10.00	5	6.4	6.4	6.4
	12.00	2	2.6	2.6	9.0
	13.00	3	3.8	3.8	12.8
	14.00	3	3.8	3.8	16.7
	15.00	18	23.1	23.1	39.7
	16.00	19	24.4	24.4	64.1
	17.00	7	9.0	9.0	73.1
	18.00	12	15.4	15.4	88.5
	19.00	3	3.8	3.8	92.3
	20.00	6	7.7	7.7	100.0
	Total	78	100.0	100.0	

JP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5.00	1	1.3	1.3	1.3
	10.00	1	1.3	1.3	2.6
	11.00	5	6.4	6.4	9.0
	12.00	10	12.8	12.8	21.8
	13.00	21	26.9	26.9	48.7
	14.00	14	17.9	17.9	66.7
	15.00	26	33.3	33.3	100.0
	Total	78	100.0	100.0	

KM

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10.00	27	34.6	34.6	34.6
	12.00	6	7.7	7.7	42.3
	13.00	5	6.4	6.4	48.7
	14.00	15	19.2	19.2	67.9
	15.00	13	16.7	16.7	84.6
	16.00	5	6.4	6.4	91.0
	17.00	6	7.7	7.7	98.7
	18.00	1	1.3	1.3	100.0
	Total	78	100.0	100.0	

KP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10.00	10	12.8	12.8	12.8
	15.00	4	5.1	5.1	17.9
	16.00	5	6.4	6.4	24.4
	17.00	22	28.2	28.2	52.6
	18.00	16	20.5	20.5	73.1
	19.00	8	10.3	10.3	83.3
	20.00	13	16.7	16.7	100.0
	Total	78	100.0	100.0	

## b. Regression

### 1. Descriptive Statistics

	Mean	Std. Deviation	N
KP	16.8462	2.9589	78
BJ	18.1667	2.5248	78
PK	17.3718	2.4448	78
BK	13.2308	1.4043	78
LK	13.1154	1.3955	78
AK	16.2692	1.3833	78
SP	15.9103	2.4077	78
JP	13.4487	1.6328	78
KM	12.9744	2.5018	78

## 2. Correlations

		KP	BJ	PK	BK	LK	AK	SP	JP	KM
Pearson Correlation	KP	1.000	.619	.514	.306	.385	.619	.601	-.031	.489
	BJ	.619	1.000	.337	.187	.098	.541	.453	-.270	.408
	PK	.514	.337	1.000	.156	.318	.423	.385	.244	.040
	BK	.306	.187	.156	1.000	.629	.021	.264	-.023	.024
	LK	.385	.098	.318	.629	1.000	.098	.177	-.017	-.059
	AK	.619	.541	.423	.021	.098	1.000	.475	-.060	.313
	SP	.601	.453	.385	.264	.177	.475	1.000	-.023	.366
	JP	-.031	-.270	.244	-.023	-.017	-.060	-.023	1.000	-.197
	KM	.489	.408	.040	.024	-.059	.313	.366	-.197	1.000
Sig. (1-tailed)	KP	.	.000	.000	.003	.000	.000	.000	.393	.000
	BJ	.000	.	.001	.051	.197	.000	.000	.008	.000
	PK	.000	.001	.	.086	.002	.000	.000	.016	.365
	BK	.003	.051	.086	.	.000	.427	.010	.420	.418
	LK	.000	.197	.002	.000	.	.197	.060	.440	.305
	AK	.000	.000	.000	.427	.197	.	.000	.301	.003
	SP	.000	.000	.000	.010	.060	.000	.	.422	.000
	JP	.393	.008	.016	.420	.440	.301	.422	.	.042
	KM	.000	.000	.365	.418	.305	.003	.000	.042	.

## c. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.918	.842	.824	1.0741	.842	46.057	8	69	.000

1. Predictors: (Constant), KM, AK, SP, JP, LK, PK, BK, BJ
2. Dependent Variable: KP
3. **F** tabel ( $\alpha$  0,05;df:N-K-1) = 1,67

## d. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	483.106	8	60.388	21.810	.000
	Residual	191.048	69	2.769		
	Total	674.154	77			

1. Predictors: (Constant), KM, BK, PK, JP, AK, SP, LK, BJ
2. Dependent Variable: KP

### e. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	VIF
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	
(Constant)	-16.918	3.544		-4.774	.000					
BJ	.284	.104	.242	2.740	.008	.619	.313	.176	.525	1.904
PK	.182	.101	.150	1.806	.075	.514	.212	.116	.593	1.686
BK	2.474E-02	.184	.012	.134	.894	.306	.016	.009	.537	1.863
LK	.573	.187	.270	3.065	.003	.385	.346	.196	.528	1.895
AK	.500	.181	.234	2.764	.007	.619	.316	.177	.574	1.741
SP	.211	.101	.171	2.091	.040	.601	.244	.134	.612	1.635
JP	.137	.132	.075	1.040	.302	-.031	.124	.067	.779	1.284
KM	.330	.088	.279	3.750	.000	.489	.411	.240	.744	1.344

1. Dependent Variable: KP

2.  $t$  Tabel ( $\alpha$  0,05;df:N-2) = 1,67

### f. Collinearity Diagnostics

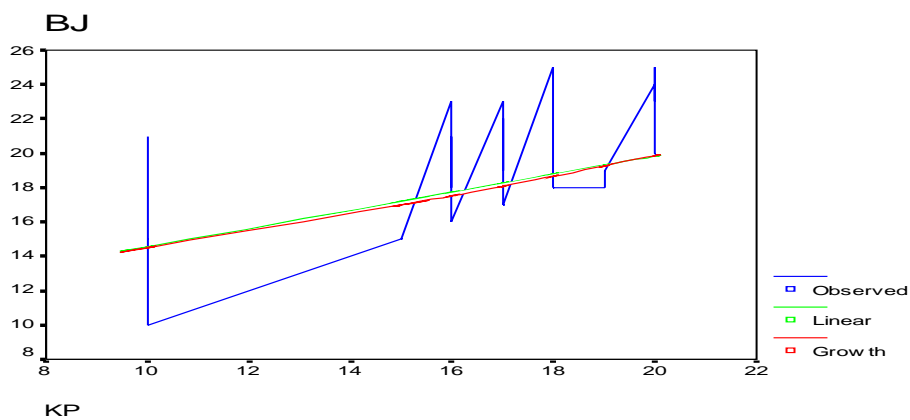
Model Dimension		Eigenvalue	Condition Index	Variance Proportions								
				(Constant)	BJ	PK	BK	LK	AK	SP	JP	KM
1	1	8.896	1.000	.00	.00	.00	.00	.00	.00	.00	.00	.00
Bj	2	3.781E-02	15.338	.00	.00	.01	.01	.01	.00	.01	.05	.40
Pk	3	1.861E-02	21.866	.01	.09	.00	.00	.00	.00	.11	.18	.31
Bk	4	1.636E-02	23.318	.00	.00	.14	.00	.09	.00	.03	.12	.00
Lk	5	1.177E-02	27.495	.00	.20	.05	.01	.00	.01	.65	.01	.00
Ak	6	9.431E-03	30.711	.02	.20	.51	.00	.06	.00	.03	.07	.26
Sp	7	5.226E-03	41.259	.05	.28	.03	.17	.07	.35	.00	.19	.02
Jp	8	3.169E-03	52.980	.03	.21	.13	.60	.65	.11	.04	.00	.00
Km	9	2.032E-03	66.162	.90	.00	.06	.09	.02	.51	.05	.23	.00

1. Dependent Variable: KP

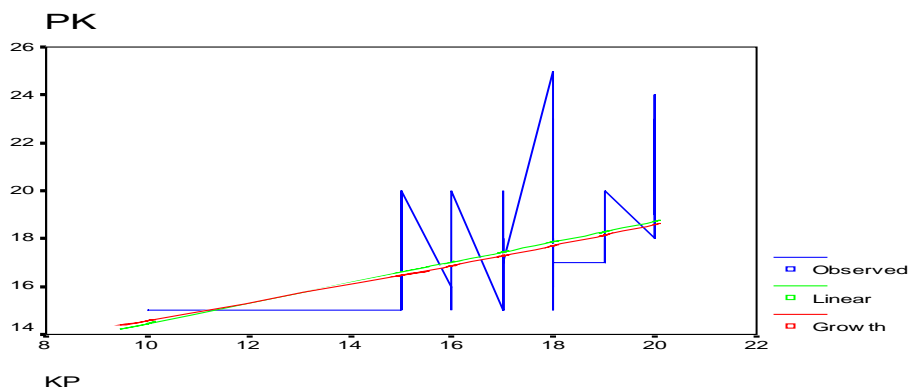
2. Bila Nilai kolinearitas variabel bebas  $> 0,7$  terdapat keeratan hubungan antar variabel bebas

## g. GRAFIK FUNGSI LINEAR

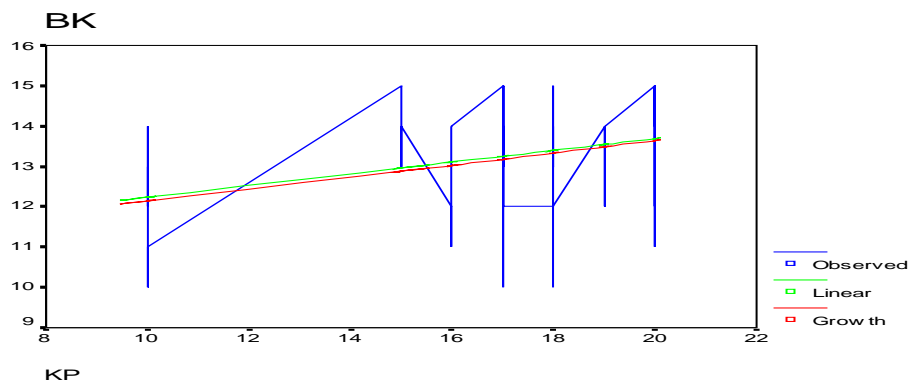
### 1. Variabel Balas Jasa terhadap Kepuasan Kerja



### 2. Variabel Penempatan Kerja terhadap Kepuasan Kerja

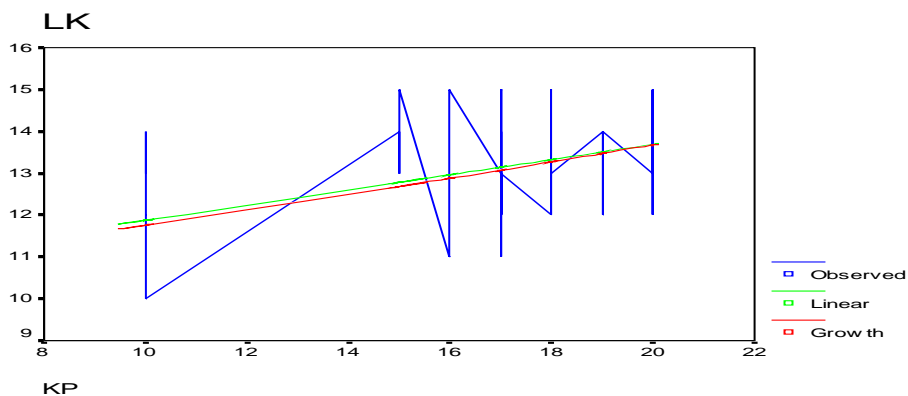


### 3. Variabel Beban Kerja terhadap Kepuasan Kerja

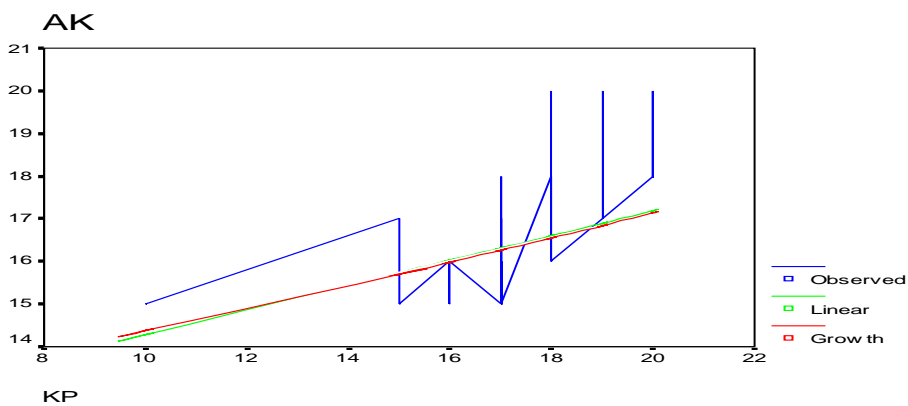




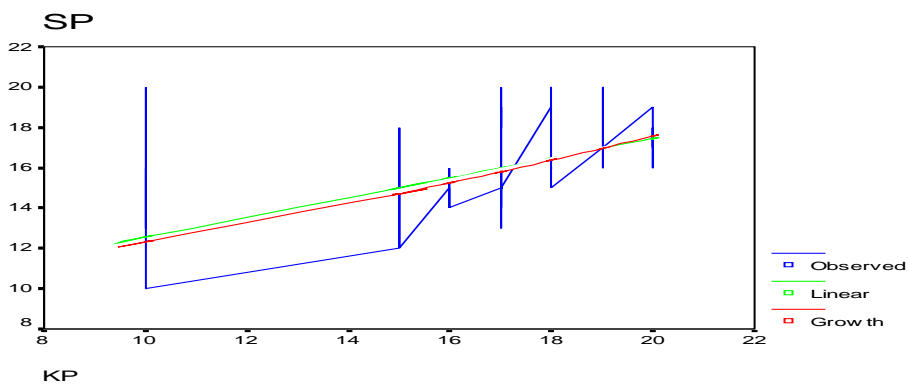
4. Variabel Lingkungan Kerja terhadap Kepuasan Kerja



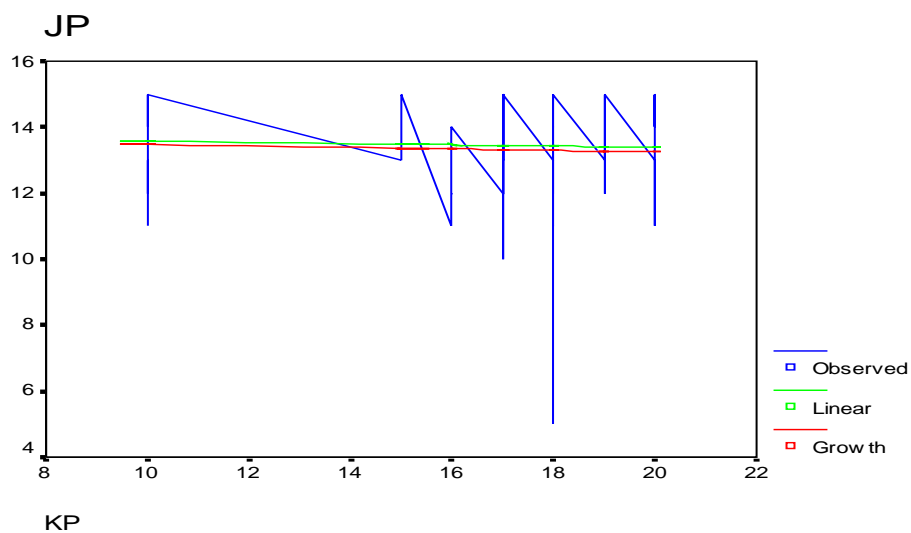
5. Variabel Alat Kerja terhadap Kepuasan Kerja



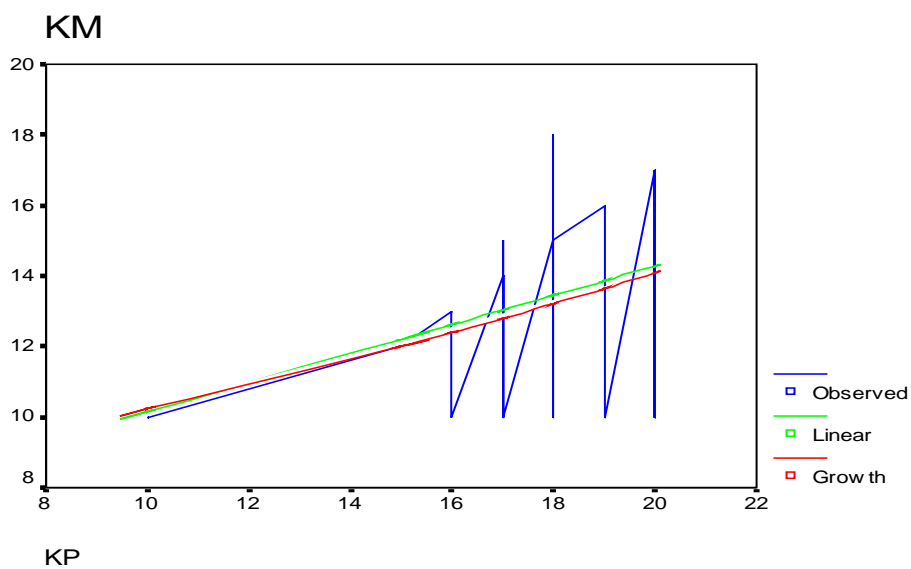
6. Variabel Sikap Pimpinan terhadap Kepuasan Kerja



## 7. Variabel Jenis Pekerjaan terhadap Kepuasan Kerja



## 8. Variabel Komunikasi terhadap Kepuasan Kerja



## H. Rumus Interpolasi

(untuk mencari Nilai/ harga t tabel dan f Tabel)

$$C : C_0 + \frac{(C_1 - C_0)}{(B_1 - B_0)} \cdot (B - B_0)$$

- C : nilai t Tabel atau f Tabel pada db yang dicari  
 C<sub>0</sub> : nilai t Tabel atau f Tabel pada db yang sudah ada  
 C<sub>1</sub> : nilai t Tabel atau f Tabel pada db terakhir yang sudah ada  
 B : db yang dicari  
 B<sub>0</sub> : db awal  
 B<sub>1</sub> : db akhir

C	F (α 0.05;db : N-k-1)	T (γ 0.05;db N-1)
C <sub>0</sub>	3,13	1,671
C <sub>1</sub>	3,44	1,658
B	75	77
B <sub>0</sub>	70	60
B <sub>1</sub>	80	120
C	$: 3,13 + \frac{(3,44 - 3,13)}{(80 - 70)} \cdot (75-70)$	$: 1,671 + \frac{(1,658 - 1,671)}{(120 - 60)} \cdot (77-60)$
	: 3,285	: 1,667

**RIWAYAT HIDUP**

**MUHAMAD PATRIA NUGRAHA. 2007.**