

Lampiran 1

KUESIONER PENELITIAN

Kepada Yth
Sdr. Karyawan PT Indobaja Primamurni Gresik
Di Tempat

Berdasarkan dengan kegiatan penelitian yang dilakukan, dengan judul : **“Pengaruh Kompensasi, Keselamatan Kerja, dan Kesehatan Kerja Terhadap Kinerja Karyawan PT Indobaja Primamurni Gresik”**. Sebagai salah satu syarat untuk memperoleh gelar sarjana Strata Satu (S1) Ekonomi pada Universitas Muhammadiyah Gresik, maka dengan segala kerendahan hati, saya memohon kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktu sejenak guna mengisi kuesioner dengan lengkap dan subjektif.

Sesuai dengan kode etik penelitian, saya menjamin kerahasiaan semua data dan hanya digunakan untuk menyelesaikan studi saya pada program studi Manajemen Fakultas Ekonomi Dan Bisnis Universitas Muhammadiyah Gresik. Kesediaan anda mengisi kuesioner ini adalah bantuan yang tak ternilai bagi peneliti.

Saya ucapkan terima kasih banyak atas waktu yang telah Bapak/Ibu/Saudara/i luangkan.

Hormat Saya

Farid Hidayatulloh

Data Responden :

Nama :
Jenis Kelamin : Laki- Laki Perempuan
Umur :
Pendidikan Terakhir :
Keterangan:

SS : Sangat Setuju

S: Setuju

RG : Ragu – Ragu

TS : Tidak Setuju

STS : Sangat Tidak Setuju

Berilah tanda (√) pada jawaban yang paling sesuai menurut pendapat anda.

1. Kuesioner Kompensasi

No	Pernyataan	SS	S	RG	TS	STS
1	Gaji yang diberikan adil.					
2	Tunjangan yang diberikan sesuai dengan harapan					
3	Fasilitas memadai					

2. Keselamatan Kerja

No	Pernyataan	SS	S	RG	TS	STS
1	Perusahaan menyediakan alat-alat pelindung kerja					
2	Ruang kerja yang saya tempati aman					
3	Saya menggunakan peralatan kerja					
4	Petunjuk kerja yang diberikan jelas					

3. Kesehatan Kerja

No	Pernyataan	SS	S	RG	TS	STS
1	Perusahaan menyediakan alat-alat K3					
2	Ruang kerja sehat dan bersih					
3	Adanya penghijauan					
4	Area kerja saya bersih					

4. Kinerja

No	Pernyataan	SS	S	RG	TS	STS
1	Jabatan pekerja saya sesuai dengan pengalaman					
2	Pekerjaan saya menghasilkan kualitas yang sesuai standar					
3	Deskripsi pekerjaan yang sesuai dengan jabatan saya					
4	Saya hadir di tempat kerja dengan tepat waktu					
5	Saya bekerja sama dengan rekan kerja					



Lampiran 2 : r tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
51	0.2284	0.2706	0.3188	0.3509	0.4393
52	0.2262	0.2681	0.3158	0.3477	0.4354
53	0.2241	0.2656	0.3129	0.3445	0.4317
54	0.2221	0.2632	0.3102	0.3415	0.4280
55	0.2201	0.2609	0.3074	0.3385	0.4244
56	0.2181	0.2586	0.3048	0.3357	0.4210
57	0.2162	0.2564	0.3022	0.3328	0.4176
58	0.2144	0.2542	0.2997	0.3301	0.4143
59	0.2126	0.2521	0.2972	0.3274	0.4110
60	0.2108	0.2500	0.2948	0.3248	0.4079
61	0.2091	0.2480	0.2925	0.3223	0.4048
62	0.2075	0.2461	0.2902	0.3198	0.4018
63	0.2058	0.2441	0.2880	0.3173	0.3988
64	0.2042	0.2423	0.2858	0.3150	0.3959
65	0.2027	0.2404	0.2837	0.3126	0.3931
66	0.2012	0.2387	0.2816	0.3104	0.3903
67	0.1997	0.2369	0.2796	0.3081	0.3876
68	0.1982	0.2352	0.2776	0.3060	0.3850
69	0.1968	0.2335	0.2756	0.3038	0.3823
70	0.1954	0.2319	0.2737	0.3017	0.3798
71	0.1940	0.2303	0.2718	0.2997	0.3773
72	0.1927	0.2287	0.2700	0.2977	0.3748
73	0.1914	0.2272	0.2682	0.2957	0.3724
74	0.1901	0.2257	0.2664	0.2938	0.3701
75	0.1888	0.2242	0.2647	0.2919	0.3678
76	0.1876	0.2227	0.2630	0.2900	0.3655
77	0.1864	0.2213	0.2613	0.2882	0.3633
78	0.1852	0.2199	0.2597	0.2864	0.3611
79	0.1841	0.2185	0.2581	0.2847	0.3589
80	0.1829	0.2172	0.2565	0.2830	0.3568
81	0.1818	0.2159	0.2550	0.2813	0.3547
82	0.1807	0.2146	0.2535	0.2796	0.3527
83	0.1796	0.2133	0.2520	0.2780	0.3507
84	0.1786	0.2120	0.2505	0.2764	0.3487
85	0.1775	0.2108	0.2491	0.2748	0.3468
86	0.1765	0.2096	0.2477	0.2732	0.3449
87	0.1755	0.2084	0.2463	0.2717	0.3430

Lampiran 3 : t tabel

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 0.002
41	0.68052	1.30254	1.68288	2.01954	2.42080	2.70118	3.30127
42	0.68038	1.30204	1.68195	2.01808	2.41847	2.69807	3.29595
43	0.68024	1.30155	1.68107	2.01669	2.41625	2.69510	3.29089
44	0.68011	1.30109	1.68023	2.01537	2.41413	2.69228	3.28607
45	0.67998	1.30065	1.67943	2.01410	2.41212	2.68959	3.28148
46	0.67986	1.30023	1.67866	2.01290	2.41019	2.68701	3.27710
47	0.67975	1.29982	1.67793	2.01174	2.40835	2.68456	3.27291
48	0.67964	1.29944	1.67722	2.01063	2.40658	2.68220	3.26891
49	0.67953	1.29907	1.67655	2.00958	2.40489	2.67995	3.26508
50	0.67943	1.29871	1.67591	2.00856	2.40327	2.67779	3.26141
51	0.67933	1.29837	1.67528	2.00758	2.40172	2.67572	3.25789
52	0.67924	1.29805	1.67469	2.00665	2.40022	2.67373	3.25451
53	0.67915	1.29773	1.67412	2.00575	2.39879	2.67182	3.25127
54	0.67906	1.29743	1.67356	2.00488	2.39741	2.66998	3.24815
55	0.67898	1.29713	1.67303	2.00404	2.39608	2.66822	3.24515
56	0.67890	1.29685	1.67252	2.00324	2.39480	2.66651	3.24226
57	0.67882	1.29658	1.67203	2.00247	2.39357	2.66487	3.23948
58	0.67874	1.29632	1.67155	2.00172	2.39238	2.66329	3.23680
59	0.67867	1.29607	1.67109	2.00100	2.39123	2.66176	3.23421
60	0.67860	1.29582	1.67065	2.00030	2.39012	2.66028	3.23171
61	0.67853	1.29558	1.67022	1.99962	2.38905	2.65886	3.22930
62	0.67847	1.29536	1.66980	1.99897	2.38801	2.65748	3.22696
63	0.67840	1.29513	1.66940	1.99834	2.38701	2.65615	3.22471
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406
75	0.67778	1.29294	1.66543	1.99210	2.37710	2.64298	3.20249
76	0.67773	1.29279	1.66515	1.99167	2.37642	2.64208	3.20096
77	0.67769	1.29264	1.66488	1.99125	2.37576	2.64120	3.19948
78	0.67765	1.29250	1.66462	1.99085	2.37511	2.64034	3.19804
79	0.67761	1.29236	1.66437	1.99045	2.37448	2.63950	3.19663
80	0.67757	1.29222	1.66412	1.99006	2.37387	2.63869	3.19526

Lampiran 4 : Data Tabulasi Responden

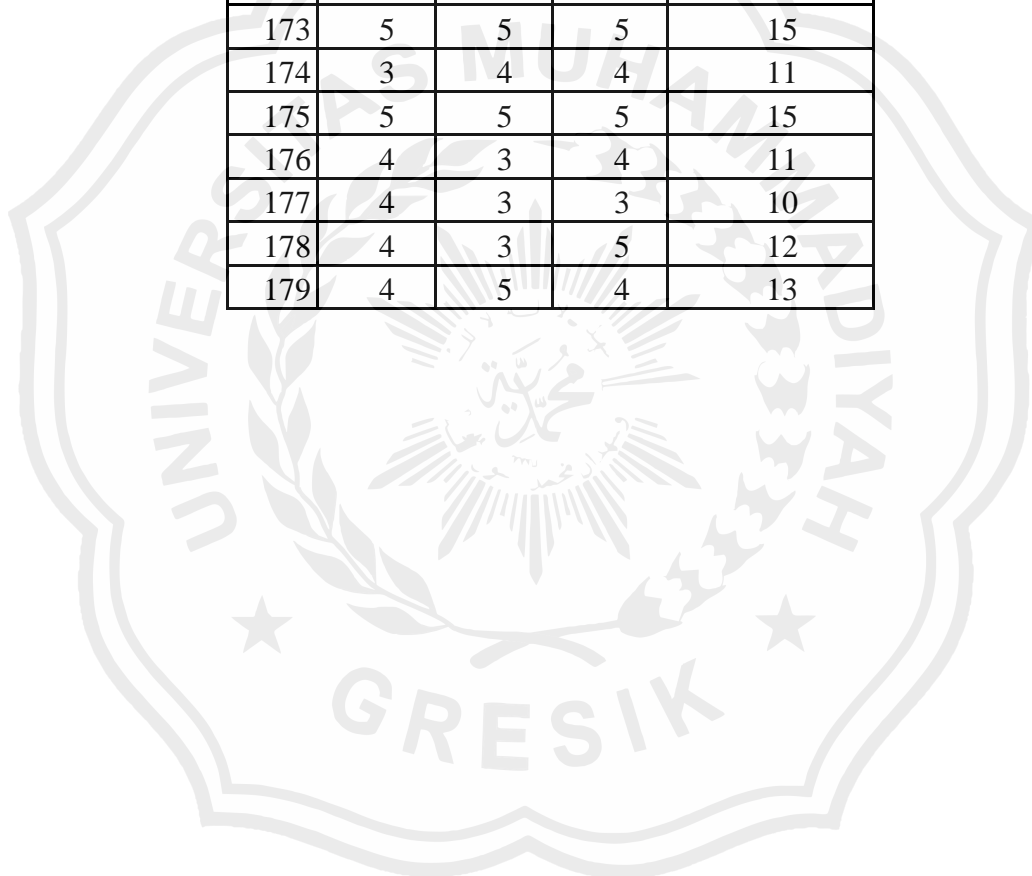
Data Tabulasi Kompensasi (X1)				
No	X1.1	X1.2	X1.3	TOTAL
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4	5	4	5	14
5	5	5	5	15
6	5	5	5	15
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35	4	3	3	10
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38	4	3	2	9
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40	5	5	4	14
41	5	5	5	15
42	4	2	1	7
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86	4	4	4	12
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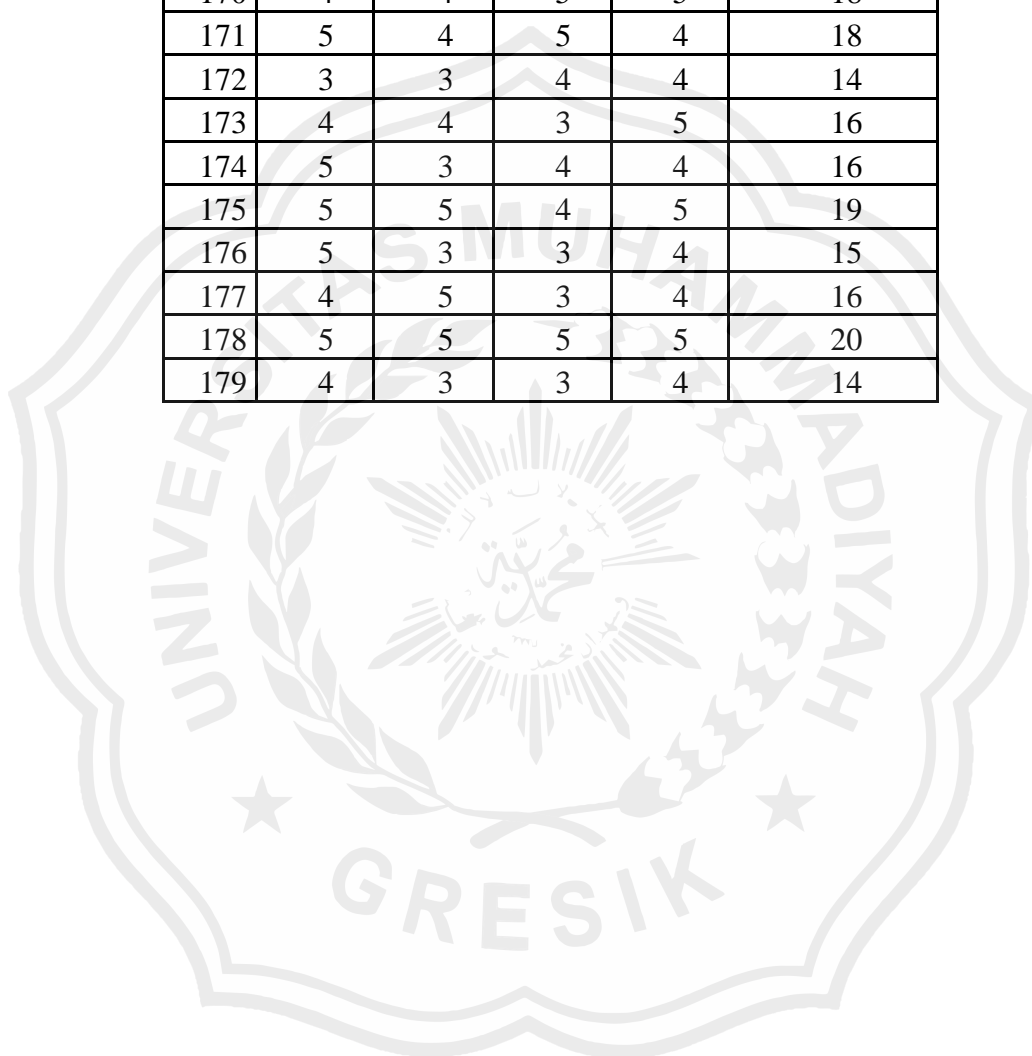
Data Tabulasi Keselamatan Kerja (X2)					
No	X2.1	X2.2	X2.3	X2.4	TOTAL
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4	4	5	5	5	19
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37	4	4	4	4	16
38	2	3	4	4	13

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40	5	5	5	5	20
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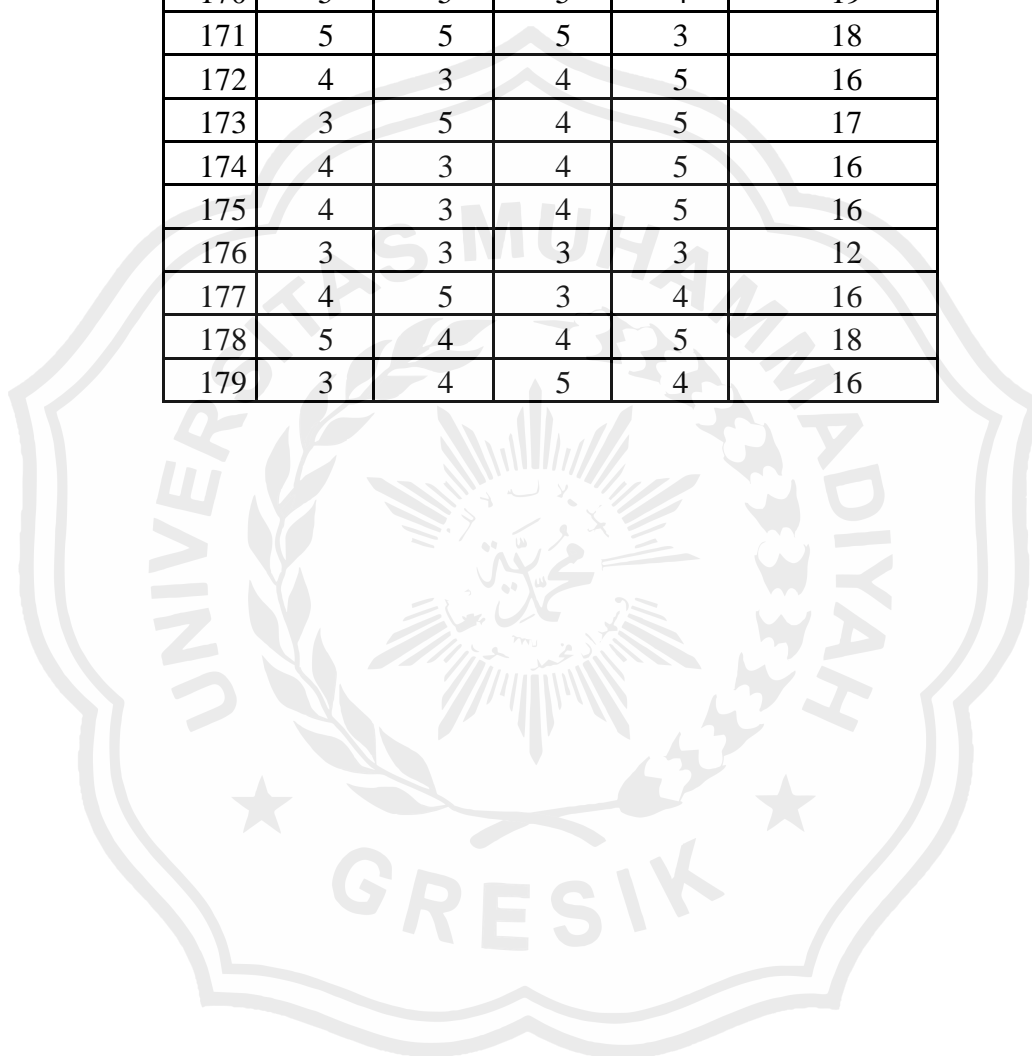
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3	4	5	4	4	17
4	4	4	4	5	17
5	5	5	5	5	20
6	5	5	5	5	20
7	4	4	4	4	16
8	4	5	5	4	18
9	5	5	5	5	20
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36	4	5	4	4	17
37	4	4	5	4	17
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39	4	4	4	4	16
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41	5	5	5	5	20
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43	5	5	5	5	20
44	4	4	5	5	18
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49	4	5	5	5	19
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52	5	5	4	5	19
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60	5	5	5	5	20
61	4	4	3	3	14
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179	3	4	5	4	16



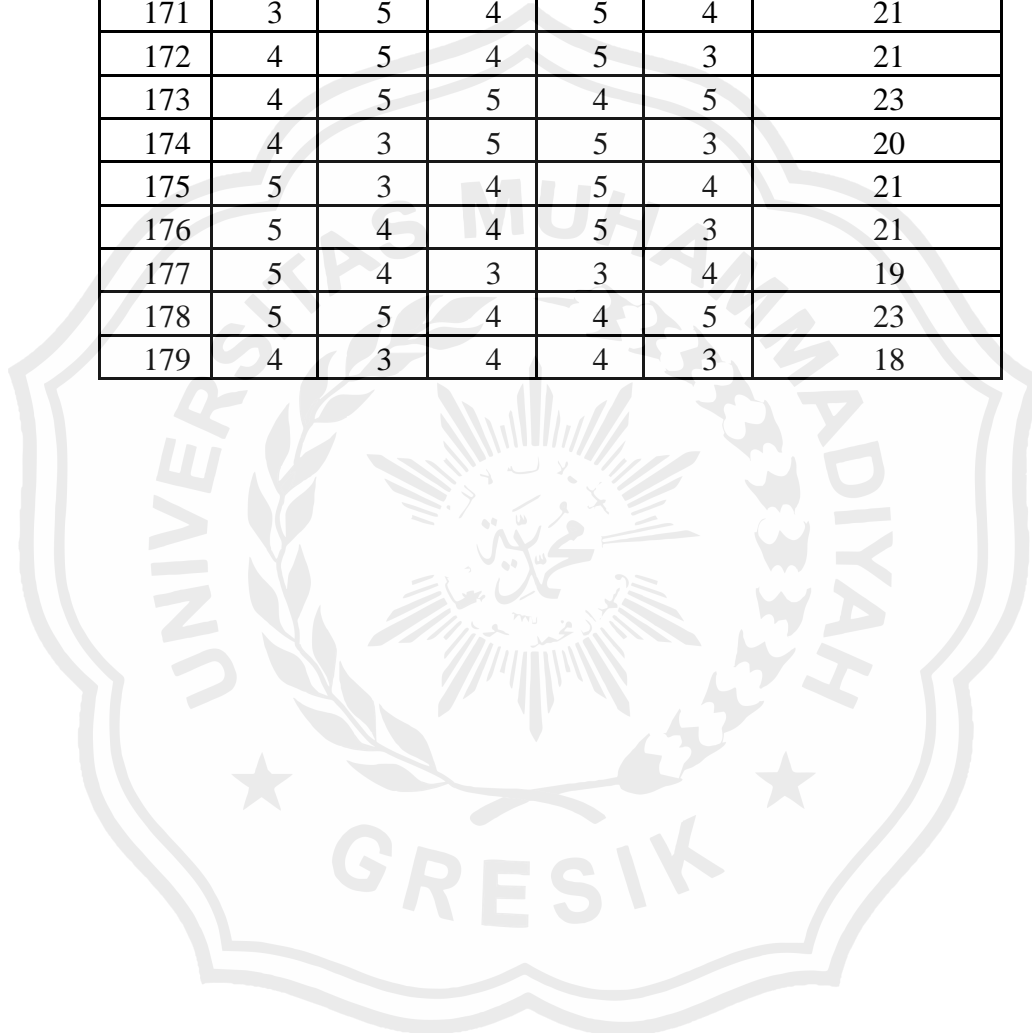
Data Tabulasi Kinerja (Y)						
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174	4	3	5	5	3	20
175	5	3	4	5	4	21
176	5	4	4	5	3	21
177	5	4	3	3	4	19
178	5	5	4	4	5	23
179	4	3	4	4	3	18



Tabel 5 : Hasil Output SPSS

1. Validitas Kompensasi

Correlations

		X1.1	X1.2	X1.3	TOTAL
X1.1	Pearson Correlation	1	.379**	.328**	.728**
	Sig. (2-tailed)		.000	.000	.000
	N	179	179	179	179
X1.2	Pearson Correlation	.379**	1	.346**	.764**
	Sig. (2-tailed)	.000		.000	.000
	N	179	179	179	179
X1.3	Pearson Correlation	.328**	.346**	1	.765**
	Sig. (2-tailed)	.000	.000		.000
	N	179	179	179	179
TOTAL	Pearson Correlation	.728**	.764**	.765**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	179	179	179	179

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

2. Validitas Keselamatan Kerja

Correlations

		X2.1	X2.2	X2.3	X2.4	TOTAL
X2.1	Pearson Correlation	1	.359**	.097	.153'	.627**
	Sig. (2-tailed)		.000	.195	.041	.000
	N	179	179	179	179	179
X2.2	Pearson Correlation	.359**	1	.348**	.282**	.748**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	179	179	179	179	179
X2.3	Pearson Correlation	.097	.348**	1	.190'	.624**
	Sig. (2-tailed)	.195	.000		.011	.000
	N	179	179	179	179	179
X2.4	Pearson Correlation	.153'	.282**	.190'	1	.620**
	Sig. (2-tailed)	.041	.000	.011		.000
	N	179	179	179	179	179
TOTAL	Pearson Correlation	.627**	.748**	.624**	.620**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	179	179	179	179	179

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

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

3. Validitas Kesehatan Kerja

Correlations

		X3.1	X3.2	X3.3	X3.4	TOTAL
X3.1	Pearson Correlation	1	.379**	.338**	.080	.659**
	Sig. (2-tailed)		.000	.000	.288	.000
	N	179	179	179	179	179
X3.2	Pearson Correlation	.379**	1	.406**	.195**	.726**
	Sig. (2-tailed)	.000		.000	.009	.000
	N	179	179	179	179	179
X3.3	Pearson Correlation	.338**	.406**	1	.208**	.731**
	Sig. (2-tailed)	.000	.000		.005	.000
	N	179	179	179	179	179
X3.4	Pearson Correlation	.080	.195**	.208**	1	.569**
	Sig. (2-tailed)	.288	.009	.005		.000
	N	179	179	179	179	179
TOTAL	Pearson Correlation	.659**	.726**	.731**	.569**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	179	179	179	179	179

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

4. Validitas Kinerja

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	TOTAL
Y.1	Pearson Correlation	1	.156*	.258**	.095	.196**	.548**
	Sig. (2-tailed)		.037	.001	.208	.009	.000
	N	179	179	179	179	179	179
Y.2	Pearson Correlation	.156*	1	.268**	.189*	.307**	.635**
	Sig. (2-tailed)	.037		.000	.011	.000	.000
	N	179	179	179	179	179	179
Y.3	Pearson Correlation	.258**	.268**	1	.227**	.278**	.648**
	Sig. (2-tailed)	.001	.000		.002	.000	.000
	N	179	179	179	179	179	179
Y.4	Pearson Correlation	.095	.189*	.227**	1	.222**	.558**
	Sig. (2-tailed)	.208	.011	.002		.003	.000
	N	179	179	179	179	179	179
Y.5	Pearson Correlation	.196**	.307**	.278**	.222**	1	.673**
	Sig. (2-tailed)	.009	.000	.000	.003		.000
	N	179	179	179	179	179	179
TOTAL	Pearson Correlation	.548**	.635**	.648**	.558**	.673**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	179	179	179	179	179	179

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

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

5. Reliabilitas Kompensasi

Reliability Statistics

Cronbach's Alpha	N of Items
.715	3

6. Reliabilitas Keselamatan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.750	4

7. Reliabilitas Kesehatan Kerja

Reliability Statistics

Cronbach's Alpha	N of Items
.789	4

8. Reliabilitas Kinerja

Reliability Statistics

Cronbach's Alpha	N of Items
.785	5

9. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		179
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.68388230
Most Extreme Differences	Absolute	.046
	Positive	.033
	Negative	-.046
Kolmogorov-Smirnov Z		.609
Asymp. Sig. (2-tailed)		.852

a. Test distribution is Normal.

10. Uji Multikolinearitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7.133	1.400		5.095	.000		
	X1	.330	.091	.275	3.645	.000	.621	1.609
	X2	.273	.078	.235	3.491	.001	.782	1.279
	X3	.290	.089	.256	3.262	.001	.575	1.739

a. Dependent Variable: Y

11. Uji Heteroskedastisitas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.393	.782		4.340	.000
	X1	.043	.051	.080	.854	.394
	X2	-.044	.044	-.085	-1.015	.312
	X3	-.104	.050	-.204	-2.098	.373

a. Dependent Variable: ABS_RES

12. Analisis Regresi Linear Berganda Dan Uji Parsial (t)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.133	1.400		5.095	.000
	X1	.330	.091	.275	3.645	.000
	X2	.273	.078	.235	3.491	.001
	X3	.290	.089	.256	3.262	.001

a. Dependent Variable: Y

13. Koefisien Determinasi (R²)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.618 ^a	.383	.372	1.698

a. Predictors: (Constant), X3, X2, X1

14. Uji Simultan (F)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	312.674	3	104.225	36.138	.000 ^a
	Residual	504.712	175	2.884		
	Total	817.385	178			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y



PT. INDOBAJA PRIMAMURNI
Member Of INDOPRIMA GROUP



SURAT KETERANGAN
No : 995/UMUM/SDM/VII/07.21

Yang beranda tangan di bawah ini, kami atas nama pimpinan PT Indobaja Primamurni, dengan ini menerangkan bahwa :

- Nama : Farid Hidayatulloh
- NIM : 16312005
- Jurusan / Prodi : Manajemen Sumber Daya Manusia
- Judul Skripsi : “Pengaruh Kompensasi, Keselamatan Kerja, Dan Kesehatan Kerja Terhadap Kinerja Karyawan PT Indobaja Primamurni Gresik”.

Nama tersebut adalah benar telah melakukan penelitian di PT Indobaja Primamurni, Demikian surat keterangan ini kami buat dengan sebenarnya agar dapat dipergunakan sebagaimana mestinya.

Gresik, 23 Juli 2021

PT INDOBAJA PRIMAMURNI



Hendra Utama
Corporate Secretary

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