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KUESIONER PENELITIAN

Petunjuk Pengisian Kuesioner

Berilah tanda (√) pada jawaban yang paling sesuai dengan pendapat saudara.

No	Skala Ukur	Keterangan
1	SS	Sangat Setuju
2	S	Setuju
3	KS	Kurang Setuju
4	TS	Tidak Setuju
5	STS	Sangat Tidak Setuju

Mohon dengan ini saudara dapat mengisi kuesioner penelitian saya dengan judul **“PENGARUH KOMPENSASI DAN GAYA KEPEMIMPINAN TERHADAP KINERJA KARYAWAN PT. NUTRIFOOD INDONESIA CABANG MEDAN”**.

IDENTITAS RESPONDEN

Nama :
Jenis Kelamin :
Umur :
Posisi Pekerjaan :

No	Variabel Kompensasi (X ₁)	Skala				
		STS	TS	KS	S	SS
1.	Gaji yang saya terima cukup memuaskan					
2.	Saya bekerja dengan produktif dan tepat waktu					
3.	Gaji dan Upah yang saya terima dibayar terpisah					
4.	Gaji yang saya terima sesuai dengan peraturan gaji yang dikeluarkan pemerintah					
5.	Gaji saya terima sesuai dengan yang saya kerjakan					

No	Variabel Gaya Kepemimpinan (X ₂)	Skala				
		STS	TS	KS	S	SS
1	Pimpinan memiliki strategi operasi yang jelas dan dikomunikasikan dengan baik kepada para karyawan.					
2	Pimpinan selalu memperhatikan lingkungan dan kenyamanan kerja					
3	Pemimpin merangsang para karyawan untuk membekali diri dengan pengetahuan dalam meningkatkan kompetensi					
4	Pimpinan mengajak seluruh karyawan berorientasi pada kualitas bekerja agar tim menjadi solid dan harmonis					
5	Pimpinan menghimbau seluruh karyawan untuk menghormati perbedaan dan keyakinan					

No	Variabel Kinerja (Y)	Skala				
		STS	TS	KS	S	SS
1	Kuantitas kerja saya melebihi rata-rata karyawan lain.					
2	Kualitas kerja saya jauh lebih baik dari karyawan lain.					
3	Efisiensi waktu saya melebihi rata-rata karyawan lain.					
4	Saya berusaha dengan lebih keras daripada yang lain.					
5	Saya mempunyai komitmen dan tanggung jawab dalam bekerja.					

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	11.1	11.1	11.1
	S	26	57.8	57.8	68.9
	SS	14	31.1	31.1	100.0
	Total	45	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	10	22.2	22.2	22.2
	S	30	66.7	66.7	88.9
	SS	5	11.1	11.1	100.0
	Total	45	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	7	15.6	15.6	17.8
	S	28	62.2	62.2	80.0
	SS	9	20.0	20.0	100.0
	Total	45	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	6	13.3	13.3	13.3
	S	28	62.2	62.2	75.6
	SS	11	24.4	24.4	100.0
	Total	45	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	15	33.3	33.3	35.6
	S	25	55.6	55.6	91.1
	SS	4	8.9	8.9	100.0
	Total	45	100.0	100.0	

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	11.1	11.1	11.1
	S	17	37.8	37.8	48.9
	SS	23	51.1	51.1	100.0
	Total	45	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	11	24.4	24.4	24.4
	S	22	48.9	48.9	73.3
	SS	12	26.7	26.7	100.0
	Total	45	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	11.1	11.1	11.1
	S	30	66.7	66.7	77.8
	SS	10	22.2	22.2	100.0
	Total	45	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	KS	5	11.1	11.1	11.1
	S	24	53.3	53.3	64.4
	SS	16	35.6	35.6	100.0
	Total	45	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	5	11.1	11.1	13.3
	S	25	55.6	55.6	68.9
	SS	14	31.1	31.1	100.0
	Total	45	100.0	100.0	

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	6	13.3	13.3	15.6
	S	29	64.4	64.4	80.0
	SS	9	20.0	20.0	100.0
	Total	45	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	16	35.6	35.6	37.8
	S	24	53.3	53.3	91.1
	SS	4	8.9	8.9	100.0
	Total	45	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	7	15.6	15.6	17.8
	S	28	62.2	62.2	80.0
	SS	9	20.0	20.0	100.0
	Total	45	100.0	100.0	

Y1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	4	8.9	8.9	11.1
	S	31	68.9	68.9	80.0
	SS	9	20.0	20.0	100.0
	Total	45	100.0	100.0	

Y1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	1	2.2	2.2	2.2
	KS	13	28.9	28.9	31.1
	S	27	60.0	60.0	91.1
	SS	4	8.9	8.9	100.0
	Total	45	100.0	100.0	

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X2.1	X2.2	X2.3	X2.4	X2.5	Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	TOTAL
X1.1	Pearson Correlation	1	.508**	.431**	.773**	.528**	.074	.040	.190	-.068	.288	.432**	.533**	.431**	.435**	.406**	.715**
	Sig. (2-tailed)		.000	.003	.000	.000	.629	.793	.210	.659	.055	.003	.000	.003	.003	.006	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.2	Pearson Correlation	.508**	1	.412**	.296*	.813**	-.173	-.159	-.169	-.109	.156	.430**	.798**	.765**	.407**	.663**	.671**
	Sig. (2-tailed)	.000		.005	.049	.000	.256	.298	.266	.475	.306	.003	.000	.000	.006	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.3	Pearson Correlation	.431**	.412**	1	.221	.510**	.049	.047	.059	-.052	.191	.975**	.505**	.550**	.927**	.366*	.747**
	Sig. (2-tailed)	.003	.005		.145	.000	.749	.761	.701	.733	.209	.000	.000	.000	.000	.013	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.4	Pearson Correlation	.773**	.296*	.221	1	.531**	.054	-.006	.223	-.013	.275	.220	.532**	.221	.221	.474**	.596**
	Sig. (2-tailed)	.000	.049	.145		.000	.724	.970	.140	.933	.067	.146	.000	.145	.145	.001	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X1.5	Pearson Correlation	.528**	.813**	.510**	.531**	1	.010	-.129	-.093	.009	.147	.486**	.975**	.714**	.438**	.896**	.819**
	Sig. (2-tailed)	.000	.000	.000	.000		.948	.399	.542	.951	.335	.001	.000	.000	.003	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.1	Pearson Correlation	.074	-.173	.049	.054	.010	1	.348*	.404**	.082	-.037	-.020	.030	.049	-.064	.072	.435
	Sig. (2-tailed)	.629	.256	.749	.724	.948		.019	.006	.592	.807	.896	.847	.749	.675	.640	.120
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.2	Pearson Correlation	.040	-.159	.047	-.006	-.129	.348*	1	.433**	-.158	.127	.095	-.127	.000	.048	-.086	.391
	Sig. (2-tailed)	.793	.298	.761	.970	.399	.019		.003	.299	.407	.536	.407	1.000	.757	.576	.209
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.3	Pearson Correlation	.190	-.169	.059	.223	-.093	.404**	.433**	1	-.198	.350*	.054	-.086	-.059	.043	-.109	.345
	Sig. (2-tailed)	.210	.266	.701	.140	.542	.006	.003		.192	.019	.726	.575	.701	.780	.475	.105
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45

	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.4	Pearson Correlation	.068	.109	.052	.013	.009	.082	-.158	-.198	1	.085	.120	.075	.261	.156	.038	.401
	Sig. (2-tailed)	.659	.475	.733	.933	.951	.592	.299	.192		.577	.431	.624	.083	.307	.206	.295
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
X2.5	Pearson Correlation	.288	.156	.191	.275	.147	-.037	.127	.350	-.085	1	.189	.153	.096	.184	.135	.386**
	Sig. (2-tailed)	.055	.306	.209	.067	.335	.807	.407	.019	.577		.215	.315	.532	.226	.375	.009
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y1.1	Pearson Correlation	.432**	.430**	.975**	.220	.486**	-.020	.095	.054	-.120	.189	1	.482**	.565**	.948**	.335*	.732**
	Sig. (2-tailed)	.003	.003	.000	.146	.001	.896	.536	.726	.431	.215		.001	.000	.000	.024	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y1.2	Pearson Correlation	.533**	.798**	.505**	.532**	.975**	.030	-.127	-.086	.075	.153	.482**	1	.706**	.437**	.927**	.832**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.847	.407	.575	.624	.315	.001		.000	.003	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y1.3	Pearson Correlation	.431**	.765**	.550**	.221	.714**	.049	.000	-.059	-.261	.096	.565**	.706**	1	.546**	.627**	.716**
	Sig. (2-tailed)	.003	.000	.000	.145	.000	.749	1.000	.701	.083	.532	.000	.000		.000	.000	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y1.4	Pearson Correlation	.435**	.407**	.927**	.221	.438**	-.064	.048	.043	-.156	.184	.948**	.437**	.546**	1	.327*	.691**
	Sig. (2-tailed)	.003	.006	.000	.145	.003	.675	.757	.780	.307	.226	.000	.003	.000		.028	.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
Y1.5	Pearson Correlation	.406**	.663**	.366*	.474**	.896**	.072	-.086	-.109	.038	.135	.335*	.927**	.627**	.327*	1	.729**
	Sig. (2-tailed)	.006	.000	.013	.001	.000	.640	.576	.475	.806	.375	.024	.000	.000	.028		.000
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45
TOTAL	Pearson Correlation	.715**	.671**	.747**	.596**	.819**	.235	.191	.245	-.001	.386**	.732**	.832**	.716**	.691**	.729**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.120	.209	.105	.995	.009	.000	.000	.000	.000	.000	
	N	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45

Case Processing Summary

		N	%
Cases	Valid	45	100.0
	Excluded ^a	0	.0
	Total	45	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.835	15

Item Statistics

	Mean	Std. Deviation	N
X1.1	4.20	.625	45
X1.2	3.89	.573	45
X1.3	4.00	.674	45
X1.4	4.11	.611	45
X1.5	3.71	.661	45
X2.1	4.40	.688	45
X2.2	4.02	.723	45
X2.3	4.11	.573	45
X2.4	4.24	.645	45
X2.5	4.16	.706	45
Y1.1	4.02	.657	45
Y1.2	3.69	.668	45
Y1.3	4.00	.674	45
Y1.4	4.07	.618	45
Y1.5	3.76	.645	45

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	56.18	24.422	.650	.814
X1.2	56.49	25.028	.606	.818
X1.3	56.38	23.877	.683	.811
X1.4	56.27	25.291	.515	.822
X1.5	56.67	23.455	.771	.805
X2.1	55.98	27.568	.110	.847
X2.2	56.36	27.871	.057	.852
X2.3	56.27	27.655	.141	.842
X2.4	56.13	29.255	-.120	.858
X2.5	56.22	26.404	.266	.838
Y1.1	56.36	24.098	.667	.812
Y1.2	56.69	23.310	.787	.804
Y1.3	56.38	24.104	.645	.813
Y1.4	56.31	24.628	.623	.816
Y1.5	56.62	24.195	.665	.813

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
60.38	28.831	5.369	15

Model Summary^b

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	.876 ^a	.768	.757	1.321	.768	69.359	2	42	.000

a. Predictors: (Constant), Gaya Kepemimpinan, Kompensasi
 b. Dependent Variable: KInerja Karyawan

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	241.946	2	120.973	69.359	.000 ^a
	Residual	73.254	42	1.744		
	Total	315.200	44			

a. Predictors: (Constant), Gaya Kepemimpinan, Kompensasi
 b. Dependent Variable: KInerja Karyawan

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	1.968	2.703		2.728	.000					
	Kompensasi	.865	.082	.879	10.774	.000	.874	.876	.876	.993	1.007
	Gaya Kepemimpinan	.279	.109	.154	2.719	.000	.021	.110	.053	.993	1.007

a. Dependent Variable: KInerja Karyawan

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Kompensasi	Gaya Kepemimpinan
1	1	2.986	1.000	.00	.00	.00
	2	.011	16.729	.03	.85	.21
	3	.003	29.955	.97	.15	.79

a. Dependent Variable: KInerja Karyawan

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	12.78	23.47	19.53	2.345	45
Std. Predicted Value	-2.879	1.680	.000	1.000	45
Standard Error of Predicted Value	.197	.620	.330	.087	45
Adjusted Predicted Value	13.57	23.52	19.54	2.314	45
Residual	-2.781	2.421	.000	1.290	45
Std. Residual	-2.106	1.833	.000	.977	45
Stud. Residual	-2.385	1.858	-.003	1.020	45
Deleted Residual	-3.567	2.561	-.009	1.409	45
Stud. Deleted Residual	-2.534	1.917	-.003	1.037	45
Mahal. Distance	.002	8.719	1.956	1.656	45
Cook's Distance	.000	.536	.032	.081	45
Centered Leverage Value	.000	.198	.044	.038	45

a. Dependent Variable: KInerja Karyawan

