

## LAMPIRAN-LAMPIRAN

### Lampiran 1 Kuesioner Penelitian

Hal : Permohonan bantuan pengisian kuesioner

Kepada Yth.

Bapak/Ibu/Saudara/Saudari

Dengan hormat,

Dalam rangka penyusunan Skripsi sebagai salah satu syarat kelulusan program Sarjana S1 di Fakultas Ekonomi dan Bisnis UNISNU JEPARA, peneliti berusaha untuk mengumpulkan data dan informasi mengenai "**PENGARUH KOMPENSASI, STRES KERJA DAN KONFLIK KERJA TERHADAP SEMANGAT KERJA PT. WOOD WORLD**".

Oleh karena itu, saya memohon kepada Bapak/Ibu/Saudari untuk berpartisipasi dalam pengisian kuesioner ini agar hasil penelitian ini dapat memiliki kredibilitas yang tinggi. Saya sangat berterimakasih atas kesediaan dan partisipasi Bapak/Ibu/Saudari dalam meluangkan waktu untuk mengisi kuesioner ini.

Atas perhatian dan kerjasamanya, saya ucapkan terimakasih.

Hormat saya,

**Ikrar Septo Rino**  
**161110001820**

**Petunjuk Pengisian kuesioner :**

1. Bacalah dengan cermat setiap pertanyaan sebelum menjawab.
2. Anda hanya dapat memberikan satu jawaban di setiap pertanyaan.
3. Isilah kuesioner dengan member tanda (√) pada kolom yang tersedia dan pilih sesuai dengan keadaan yang sebenarnya.

**Keterangan :**

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral/Ragu-Ragu

S : Setuju

SS : Sangat Setuju

**Data responden :**

1. Nama Responden :
2. Usia saat ini :
  - a. 15 - 20 tahun
  - b. 21 - 25 tahun
  - c. 26 - 30 tahun
  - d. > 30 tahun
3. Jenis Kelamin :
  - a. Laki-laki
  - b. Perempuan
4. Pendidikan Terakhir :
  - a. SD
  - b. SMA
  - c. SMP
  - d. D3
  - e. S1
5. Masa Kerja :
  - a. <5 tahun
  - b. 5-9 tahun
  - c. >9 tahun

| No   | Pertanyaan kuesioner   | SS | S | N | TS | STS |
|------|--|----|---|---|----|-----|
| Y1.1 | Saya selalu menjalin hubungan yang baik dengan teman sekerja baik didalam pekerjaan maupun di luar pekerjaan.          |    |   |   |    |     |
| Y1.2 | Semangat kerja akan meningkatkan jika tingkat absensi yang rendah.   |    |   |   |    |     |
| Y1.3 | Tidak terlintas dalam pikiran untuk pindah kerja ke tempat lain.   |    |   |   |    |     |
| Y1.4 | Dengan menyelesaikan tugas pada waktu yang telah di tentukan oleh perusahaan akan meningkatkan produktivitas karyawan. |    |   |   |    |     |
| X1.1 | Gaji yang diberikan sesuai dengan pekerjaan  |    |   |   |    |     |
| X1.2 | Upah yang diberikan sesuai dengan kesepakatan  |    |   |   |    |     |
| X1.3 | Perusahaan memberikan insentif sesuai dengan kinerja karyawan  |    |   |   |    |     |
| X1.4 | Tunjangan diberikan sudah sesuai standar perusahaan  |    |   |   |    |     |
| X1.5 | Fasilitas yang diberikan perusahaan sudah baik   |    |   |   |    |     |
| X2.1 | Target perusahaan dan tuntunan tugas terlalu tinggi  |    |   |   |    |     |
| X2.2 | Peran yang saya terima di perusahaan ini sering bertentangan satu sama lain  |    |   |   |    |     |
| X2.3 | Keberhasilan pegawai lain sebagai pesaing kinerja saya   |    |   |   |    |     |
| X2.4 | Alur perintah struktur organisasi yang tumpang tindih menjadi ketidaknyamanan kerja                                    |    |   |   |    |     |
| X3.1 | Saya mampu bersaing untuk meraih prestasi  |    |   |   |    |     |
| X3.2 | Perusahaan akan memberikan pergerakan positif menuju tujuan  |    |   |   |    |     |
| X3.3 | Perusahaan akan memberikan kreativitas dan inovasi   |    |   |   |    |     |
| X3.4 | Saya akan memberikan dorongan melakukan perubahan  |    |   |   |    |     |
| X3.5 | Saya bisa mendominasi diskusi lebih baik   |    |   |   |    |     |
| X3.6 | Saya senang bekerja dan berdiskusi dalam kelompok  |    |   |   |    |     |
| X3.7 | Saya bukan tipe orang yang menyalahkan diri sendiri  |    |   |   |    |     |
| X3.8 | Saya tidak ada masalah dengan orang lain   |    |   |   |    |     |

|      |  |  |  |  |  |  |
|------|--|--|--|--|--|--|
| X3.9 | Tidak ada ketegangan pada diri saya ketika menjalankan pekerjaan |  |  |  |  |  |
|------|--|--|--|--|--|--|

## Lampiran 2 Instrumen data penelitian

### Semangat Kerja (Y)

| SEMANGAT KERJA (Y) |    |    |    | Total Y |
|--------------------|----|----|----|---------|
| Y1                 | Y2 | Y3 | Y4 |         |
| 5                  | 5  | 5  | 5  | 20      |
| 2                  | 4  | 3  | 4  | 13      |
| 5                  | 4  | 4  | 5  | 18      |
| 5                  | 5  | 5  | 5  | 20      |
| 4                  | 4  | 5  | 4  | 17      |
| 4                  | 4  | 4  | 4  | 16      |
| 5                  | 5  | 5  | 4  | 19      |
| 3                  | 3  | 3  | 3  | 12      |
| 3                  | 5  | 4  | 5  | 17      |
| 4                  | 5  | 5  | 4  | 18      |
| 4                  | 4  | 4  | 4  | 16      |
| 3                  | 3  | 2  | 2  | 10      |
| 4                  | 4  | 4  | 4  | 16      |
| 4                  | 5  | 5  | 4  | 18      |
| 3                  | 3  | 3  | 3  | 12      |
| 4                  | 4  | 4  | 4  | 16      |
| 5                  | 5  | 5  | 5  | 20      |
| 2                  | 4  | 3  | 2  | 11      |
| 4                  | 4  | 4  | 4  | 16      |
| 3                  | 3  | 3  | 3  | 12      |
| 5                  | 4  | 5  | 5  | 19      |
| 2                  | 3  | 4  | 4  | 13      |
| 5                  | 5  | 5  | 5  | 20      |
| 4                  | 4  | 5  | 5  | 18      |
| 5                  | 5  | 5  | 5  | 20      |
| 5                  | 4  | 3  | 5  | 17      |
| 5                  | 5  | 5  | 5  | 20      |
| 5                  | 5  | 3  | 5  | 18      |
| 3                  | 3  | 3  | 2  | 11      |
| 4                  | 4  | 4  | 4  | 16      |
| 4                  | 5  | 5  | 3  | 17      |
| 5                  | 4  | 4  | 5  | 18      |
| 4                  | 3  | 3  | 4  | 14      |

|   |   |   |   |    |
|---|---|---|---|----|
| 4 | 3 | 2 | 3 | 12 |
| 5 | 5 | 5 | 5 | 20 |
| 3 | 3 | 3 | 3 | 12 |
| 2 | 4 | 4 | 3 | 13 |
| 4 | 5 | 4 | 5 | 18 |
| 4 | 3 | 3 | 4 | 14 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 5 | 17 |
| 3 | 4 | 3 | 2 | 12 |
| 2 | 5 | 3 | 3 | 13 |
| 5 | 5 | 5 | 5 | 20 |
| 2 | 5 | 3 | 3 | 13 |
| 4 | 4 | 4 | 5 | 17 |
| 5 | 5 | 5 | 5 | 20 |
| 2 | 3 | 4 | 4 | 13 |
| 5 | 4 | 4 | 5 | 18 |
| 5 | 5 | 5 | 5 | 20 |
| 3 | 2 | 3 | 3 | 11 |
| 5 | 4 | 5 | 5 | 19 |
| 4 | 5 | 4 | 5 | 18 |
| 3 | 3 | 3 | 3 | 12 |
| 5 | 4 | 5 | 5 | 19 |
| 5 | 5 | 5 | 5 | 20 |

### Kompensasi (X1)

| KOMPENSASI (X1) |      |      |      |      | Total X1 |
|-----------------|------|------|------|------|----------|
| X1.1            | X1.2 | X1.3 | X1.4 | X1.5 |          |
| 5               | 5    | 5    | 5    | 5    | 25       |
| 3               | 5    | 4    | 4    | 3    | 19       |
| 5               | 5    | 4    | 3    | 4    | 21       |
| 4               | 4    | 4    | 4    | 4    | 20       |
| 4               | 4    | 4    | 4    | 4    | 20       |
| 4               | 4    | 4    | 4    | 4    | 20       |
| 5               | 5    | 4    | 5    | 4    | 23       |
| 3               | 4    | 4    | 2    | 2    | 15       |
| 4               | 4    | 5    | 5    | 4    | 22       |
| 5               | 5    | 3    | 4    | 5    | 22       |
| 4               | 4    | 4    | 4    | 4    | 20       |
| 2               | 3    | 3    | 2    | 2    | 12       |
| 4               | 3    | 4    | 4    | 4    | 19       |
| 4               | 4    | 5    | 5    | 4    | 22       |
| 5               | 5    | 5    | 5    | 5    | 25       |
| 4               | 4    | 3    | 4    | 4    | 19       |
| 5               | 5    | 5    | 5    | 5    | 25       |
| 2               | 2    | 3    | 1    | 4    | 12       |
| 4               | 4    | 4    | 4    | 4    | 20       |
| 3               | 3    | 3    | 4    | 3    | 16       |
| 5               | 4    | 5    | 5    | 4    | 23       |
| 5               | 3    | 5    | 2    | 3    | 18       |
| 5               | 4    | 5    | 5    | 5    | 24       |
| 5               | 5    | 4    | 5    | 4    | 23       |
| 4               | 5    | 4    | 5    | 5    | 23       |
| 4               | 4    | 5    | 4    | 4    | 21       |
| 5               | 5    | 5    | 5    | 4    | 24       |
| 3               | 5    | 4    | 4    | 4    | 20       |
| 5               | 4    | 2    | 3    | 4    | 18       |
| 4               | 4    | 4    | 4    | 4    | 20       |
| 5               | 5    | 5    | 4    | 5    | 24       |
| 5               | 5    | 4    | 4    | 5    | 23       |
| 4               | 4    | 4    | 3    | 4    | 19       |
| 4               | 3    | 2    | 2    | 3    | 14       |
| 5               | 5    | 5    | 4    | 5    | 24       |
| 3               | 3    | 3    | 3    | 3    | 15       |

|   |   |   |   |   |    |
|---|---|---|---|---|----|
| 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 5 | 5 | 3 | 20 |
| 4 | 4 | 5 | 3 | 4 | 20 |
| 5 | 4 | 5 | 5 | 5 | 24 |
| 4 | 5 | 4 | 5 | 4 | 22 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 3 | 3 | 3 | 4 | 17 |
| 5 | 5 | 4 | 5 | 4 | 23 |
| 4 | 3 | 2 | 3 | 3 | 15 |
| 4 | 4 | 4 | 5 | 4 | 21 |
| 4 | 4 | 5 | 5 | 5 | 23 |
| 4 | 4 | 4 | 3 | 4 | 19 |
| 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 2 | 3 | 3 | 2 | 14 |
| 4 | 5 | 4 | 5 | 4 | 22 |
| 4 | 4 | 5 | 5 | 4 | 22 |
| 3 | 3 | 3 | 3 | 3 | 15 |
| 5 | 5 | 3 | 5 | 5 | 23 |
| 5 | 5 | 5 | 4 | 5 | 24 |

### Stres Kerja (X2)

| STRESS KERJA(X2) |      |      |      | Total X2 |
|------------------|------|------|------|----------|
| X2.1             | X2.2 | X2.3 | X2.4 |          |
| 2                | 2    | 2    | 2    | 8        |
| 5                | 5    | 5    | 5    | 20       |
| 2                | 2    | 2    | 1    | 7        |
| 5                | 3    | 5    | 5    | 18       |
| 1                | 2    | 3    | 2    | 8        |
| 2                | 1    | 2    | 3    | 8        |
| 1                | 2    | 2    | 3    | 8        |
| 5                | 5    | 5    | 5    | 20       |
| 2                | 2    | 1    | 2    | 7        |
| 2                | 2    | 2    | 2    | 8        |
| 2                | 1    | 1    | 3    | 7        |
| 5                | 5    | 5    | 5    | 20       |
| 2                | 2    | 2    | 3    | 9        |



|   |   |   |   |    |
|---|---|---|---|----|
| 1 | 2 | 1 | 3 | 7  |
| 5 | 5 | 4 | 5 | 19 |
| 2 | 2 | 1 | 2 | 7  |
| 2 | 2 | 2 | 1 | 7  |
| 4 | 4 | 4 | 4 | 16 |
| 4 | 2 | 2 | 1 | 9  |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 5 | 4 | 3 | 16 |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 2 | 1 | 2 | 9  |
| 1 | 2 | 4 | 2 | 9  |
| 2 | 2 | 2 | 2 | 8  |
| 4 | 4 | 4 | 4 | 16 |
| 2 | 1 | 2 | 2 | 7  |
| 2 | 2 | 2 | 2 | 8  |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 2 | 4 | 1 | 2 | 9  |
| 2 | 2 | 3 | 2 | 9  |
| 5 | 5 | 5 | 5 | 20 |
| 5 | 4 | 5 | 5 | 19 |
| 4 | 1 | 2 | 1 | 8  |
| 5 | 5 | 5 | 5 | 20 |
| 5 | 5 | 5 | 5 | 20 |
| 3 | 5 | 2 | 3 | 13 |
| 5 | 5 | 5 | 4 | 19 |
| 2 | 4 | 5 | 2 | 13 |
| 4 | 2 | 1 | 2 | 9  |
| 5 | 5 | 5 | 5 | 20 |
| 4 | 4 | 4 | 4 | 16 |
| 2 | 2 | 1 | 3 | 8  |
| 4 | 5 | 5 | 5 | 19 |
| 2 | 3 | 3 | 2 | 10 |
| 4 | 3 | 1 | 2 | 10 |
| 5 | 4 | 5 | 5 | 19 |
| 3 | 3 | 3 | 3 | 12 |
| 1 | 2 | 2 | 3 | 8  |
| 5 | 5 | 5 | 5 | 20 |
| 1 | 3 | 2 | 1 | 7  |

|   |   |   |   |    |
|---|---|---|---|----|
| 1 | 5 | 1 | 4 | 11 |
| 5 | 5 | 5 | 4 | 19 |
| 3 | 3 | 3 | 3 | 12 |
| 1 | 1 | 2 | 3 | 7  |

### Konflik Kerja (X3)

| KONFLIK KERJA (X3) |      |      |      |      |      |      |      |      | Total<br>X3 |
|--------------------|------|------|------|------|------|------|------|------|-------------|
| X3.1               | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | X3.9 |             |
| 5                  | 4    | 5    | 5    | 5    | 4    | 5    | 5    | 5    | 43          |
| 5                  | 2    | 2    | 3    | 2    | 1    | 2    | 3    | 2    | 22          |
| 5                  | 4    | 5    | 5    | 5    | 5    | 4    | 4    | 5    | 42          |
| 5                  | 4    | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 43          |
| 4                  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36          |
| 4                  | 4    | 4    | 3    | 4    | 5    | 4    | 5    | 4    | 37          |
| 5                  | 4    | 5    | 5    | 4    | 5    | 5    | 5    | 4    | 42          |
| 5                  | 4    | 5    | 4    | 5    | 5    | 5    | 4    | 5    | 42          |
| 5                  | 5    | 4    | 5    | 4    | 5    | 5    | 5    | 5    | 43          |
| 5                  | 4    | 4    | 5    | 5    | 5    | 4    | 5    | 4    | 41          |
| 4                  | 5    | 4    | 4    | 4    | 5    | 4    | 4    | 4    | 38          |
| 3                  | 2    | 2    | 2    | 2    | 2    | 2    | 2    | 1    | 18          |
| 4                  | 4    | 4    | 5    | 4    | 4    | 4    | 4    | 4    | 37          |
| 5                  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 43          |
| 2                  | 2    | 3    | 5    | 2    | 3    | 4    | 4    | 2    | 27          |
| 4                  | 5    | 4    | 4    | 3    | 4    | 4    | 5    | 5    | 38          |
| 5                  | 5    | 5    | 5    | 5    | 5    | 4    | 5    | 5    | 44          |
| 4                  | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 4    | 36          |
| 4                  | 5    | 4    | 4    | 4    | 3    | 4    | 4    | 4    | 36          |
| 3                  | 3    | 4    | 3    | 3    | 4    | 4    | 2    | 3    | 29          |
| 4                  | 5    | 5    | 5    | 5    | 4    | 5    | 4    | 5    | 42          |
| 4                  | 5    | 5    | 5    | 5    | 5    | 5    | 4    | 4    | 42          |
| 4                  | 5    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 42          |
| 5                  | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 42          |
| 5                  | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 5    | 45          |
| 3                  | 4    | 5    | 4    | 4    | 3    | 4    | 4    | 4    | 35          |
| 5                  | 4    | 5    | 5    | 4    | 5    | 5    | 4    | 5    | 42          |
| 5                  | 4    | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 41          |
| 2                  | 3    | 4    | 2    | 3    | 2    | 2    | 2    | 3    | 23          |
| 4                  | 3    | 4    | 5    | 4    | 4    | 3    | 4    | 5    | 36          |
| 4                  | 4    | 5    | 4    | 5    | 5    | 4    | 4    | 5    | 40          |
| 5                  | 4    | 5    | 4    | 5    | 4    | 5    | 4    | 5    | 41          |
| 5                  | 3    | 4    | 4    | 5    | 3    | 4    | 5    | 3    | 36          |
| 3                  | 2    | 4    | 5    | 4    | 3    | 4    | 2    | 5    | 32          |
| 5                  | 5    | 4    | 5    | 4    | 5    | 5    | 4    | 5    | 42          |

|   |   |   |   |   |   |   |   |   |    |
|---|---|---|---|---|---|---|---|---|----|
| 4 | 3 | 3 | 4 | 3 | 5 | 2 | 4 | 3 | 31 |
| 2 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 4 | 26 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 4 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 36 |
| 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 42 |
| 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 41 |
| 2 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 29 |
| 3 | 4 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 32 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 3 | 4 | 4 | 3 | 5 | 2 | 4 | 4 | 3 | 32 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 42 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 43 |
| 3 | 2 | 4 | 3 | 2 | 4 | 4 | 3 | 5 | 30 |
| 5 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 41 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 3 | 2 | 4 | 2 | 4 | 3 | 4 | 3 | 2 | 27 |
| 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 42 |
| 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 40 |
| 4 | 3 | 3 | 4 | 2 | 3 | 2 | 3 | 3 | 27 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 41 |
| 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 41 |

### Lampiran 3 uji validitas dan reliabilitas

#### Kompensasi X1

|            |                     | Correlations |        |        |        |        |            |
|------------|---------------------|--------------|--------|--------|--------|--------|------------|
|            |                     | X1_1         | X1_2   | X1_3   | X1_4   | X1_5   | Kompensasi |
| X1_1       | Pearson Correlation | 1            | ,571** | ,365** | ,484** | ,651** | ,758**     |
|            | Sig. (2-tailed)     |              | ,000   | ,006   | ,000   | ,000   | ,000       |
|            | N                   | 56           | 56     | 56     | 56     | 56     | 56         |
| X1_2       | Pearson Correlation | ,571**       | 1      | ,459** | ,642** | ,628** | ,828**     |
|            | Sig. (2-tailed)     | ,000         |        | ,000   | ,000   | ,000   | ,000       |
|            | N                   | 56           | 56     | 56     | 56     | 56     | 56         |
| X1_3       | Pearson Correlation | ,365**       | ,459** | 1      | ,540** | ,456** | ,718**     |
|            | Sig. (2-tailed)     | ,006         | ,000   |        | ,000   | ,000   | ,000       |
|            | N                   | 56           | 56     | 56     | 56     | 56     | 56         |
| X1_4       | Pearson Correlation | ,484**       | ,642** | ,540** | 1      | ,568** | ,837**     |
|            | Sig. (2-tailed)     | ,000         | ,000   | ,000   |        | ,000   | ,000       |
|            | N                   | 56           | 56     | 56     | 56     | 56     | 56         |
| X1_5       | Pearson Correlation | ,651**       | ,628** | ,456** | ,568** | 1      | ,821**     |
|            | Sig. (2-tailed)     | ,000         | ,000   | ,000   | ,000   |        | ,000       |
|            | N                   | 56           | 56     | 56     | 56     | 56     | 56         |
| Kompensasi | Pearson Correlation | ,758**       | ,828** | ,718** | ,837** | ,821** | 1          |
|            | Sig. (2-tailed)     | ,000         | ,000   | ,000   | ,000   | ,000   |            |
|            | N                   | 56           | 56     | 56     | 56     | 56     | 56         |

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

**Reliability Statistics**

|                     |            |
|---------------------|------------|
| Cronbach's<br>Alpha | N of Items |
| ,849                | 5          |

**Stres Kerja X2****Correlations**

|              |                        | X2_1   | X2_2   | X2_3   | X2_4   | Stress Kerja |
|--------------|------------------------|--------|--------|--------|--------|--------------|
| X2_1         | Pearson<br>Correlation | 1      | ,706** | ,729** | ,711** | ,880**       |
|              | Sig. (2-tailed)        |        | ,000   | ,000   | ,000   | ,000         |
|              | N                      | 56     | 56     | 56     | 56     | 56           |
|              |                        |        |        |        |        |              |
| X2_2         | Pearson<br>Correlation | ,706** | 1      | ,750** | ,764** | ,896**       |
|              | Sig. (2-tailed)        | ,000   |        | ,000   | ,000   | ,000         |
|              | N                      | 56     | 56     | 56     | 56     | 56           |
|              |                        |        |        |        |        |              |
| X2_3         | Pearson<br>Correlation | ,729** | ,750** | 1      | ,765** | ,909**       |
|              | Sig. (2-tailed)        | ,000   | ,000   |        | ,000   | ,000         |
|              | N                      | 56     | 56     | 56     | 56     | 56           |
|              |                        |        |        |        |        |              |
| X2_4         | Pearson<br>Correlation | ,711** | ,764** | ,765** | 1      | ,899**       |
|              | Sig. (2-tailed)        | ,000   | ,000   | ,000   |        | ,000         |
|              | N                      | 56     | 56     | 56     | 56     | 56           |
|              |                        |        |        |        |        |              |
| Stress Kerja | Pearson<br>Correlation | ,880** | ,896** | ,909** | ,899** | 1            |
|              | Sig. (2-tailed)        | ,000   | ,000   | ,000   | ,000   |              |
|              | N                      | 56     | 56     | 56     | 56     | 56           |
|              |                        |        |        |        |        |              |

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

**Reliability Statistics**

|                     |            |
|---------------------|------------|
| Cronbach's<br>Alpha | N of Items |
| ,917                | 4          |



|               |                 |        |        |        |        |        |        |        |        |        |        |
|---------------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| X3_9          | Pearson         | ,520** | ,549** | ,625** | ,660** | ,518** | ,681** | ,645** | ,324*  | 1      | ,785** |
|               | Correlation     |        |        |        |        |        |        |        |        |        |        |
|               | Sig. (2-tailed) | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,015   |        | ,000   |
|               | N               | 56     | 56     | 56     | 56     | 56     | 56     | 56     | 56     | 56     | 56     |
| Konflik Kerja | Pearson         | ,770** | ,810** | ,776** | ,766** | ,811** | ,784** | ,836** | ,724** | ,785** | 1      |
|               | Correlation     |        |        |        |        |        |        |        |        |        |        |
|               | Sig. (2-tailed) | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   | ,000   |        |
|               | N               | 56     | 56     | 56     | 56     | 56     | 56     | 56     | 56     | 56     | 56     |

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

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

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| ,922       | 9          |



### Semangat Kerja Y

|                |                     | Correlations |        |        |        |                |
|----------------|---------------------|--------------|--------|--------|--------|----------------|
|                |                     | Y_1          | Y_2    | Y_3    | Y_4    | Semangat Kerja |
| Y_1            | Pearson Correlation | 1            | ,482** | ,623** | ,747** | ,858**         |
|                | Sig. (2-tailed)     |              | ,000   | ,000   | ,000   | ,000           |
|                | N                   | 56           | 56     | 56     | 56     | 56             |
| Y_2            | Pearson Correlation | ,482**       | 1      | ,660** | ,548** | ,772**         |
|                | Sig. (2-tailed)     | ,000         |        | ,000   | ,000   | ,000           |
|                | N                   | 56           | 56     | 56     | 56     | 56             |
| Y_3            | Pearson Correlation | ,623**       | ,660** | 1      | ,679** | ,868**         |
|                | Sig. (2-tailed)     | ,000         | ,000   |        | ,000   | ,000           |
|                | N                   | 56           | 56     | 56     | 56     | 56             |
| Y_4            | Pearson Correlation | ,747**       | ,548** | ,679** | 1      | ,887**         |
|                | Sig. (2-tailed)     | ,000         | ,000   | ,000   |        | ,000           |
|                | N                   | 56           | 56     | 56     | 56     | 56             |
| Semangat Kerja | Pearson Correlation | ,858**       | ,772** | ,868** | ,887** | 1              |
|                | Sig. (2-tailed)     | ,000         | ,000   | ,000   | ,000   |                |
|                | N                   | 56           | 56     | 56     | 56     | 56             |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,868             | 4          |

**One-Sample Kolmogorov-Smirnov Test**

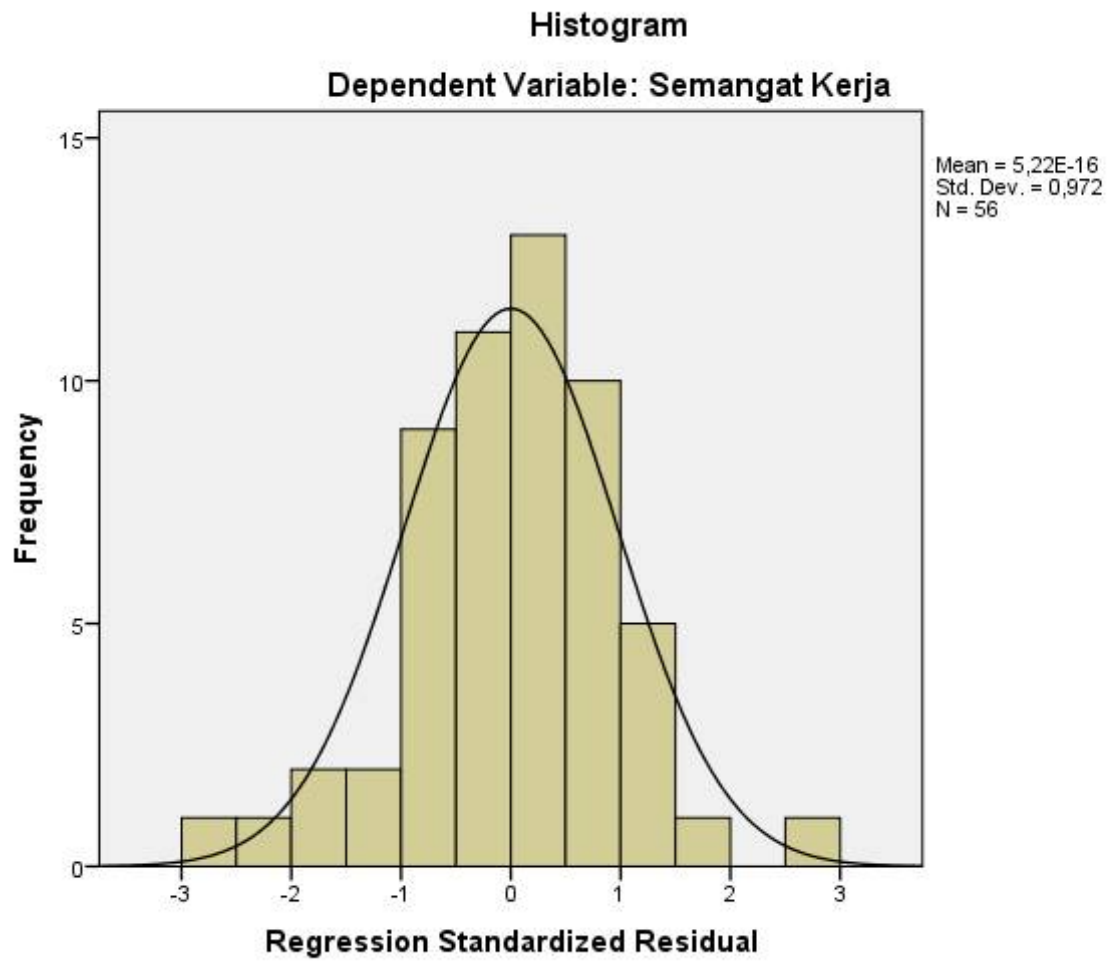
|                                  |                | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N                                |                | 56                      |
| Normal Parameters <sup>a,b</sup> | Mean           | ,0000000                |
|                                  | Std. Deviation | 1,11624572              |
| Most Extreme Differences         | Absolute       | ,070                    |
|                                  | Positive       | ,070                    |
|                                  | Negative       | -,067                   |
| Test Statistic                   |                | ,070                    |
| Asymp. Sig. (2-tailed)           |                | ,200 <sup>c,d</sup>     |

a. Test distribution is Normal.

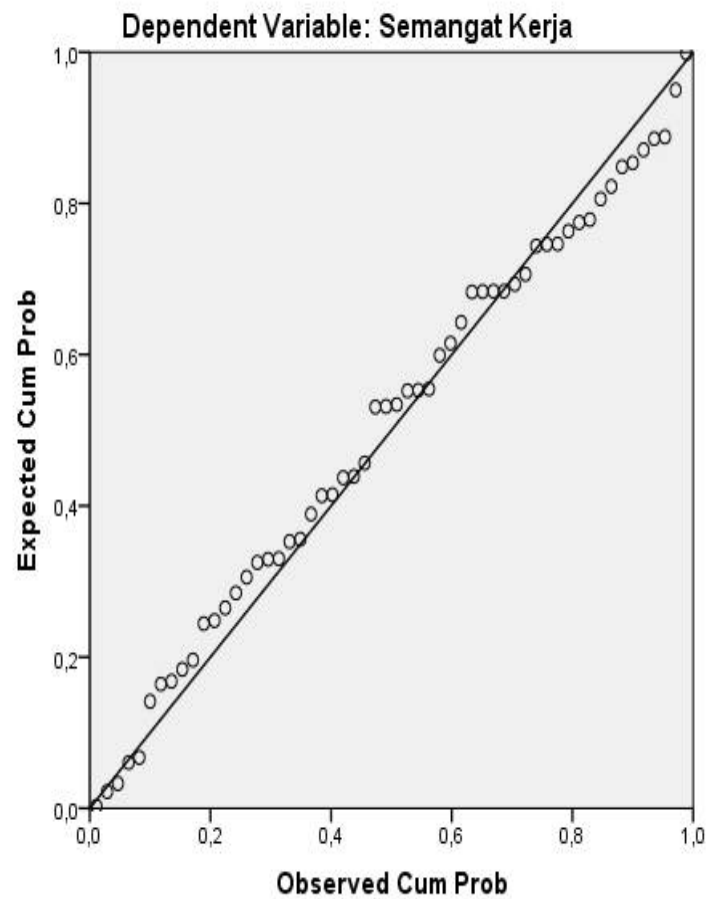
b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.



### Normal P-P Plot of Regression Standardized Residual

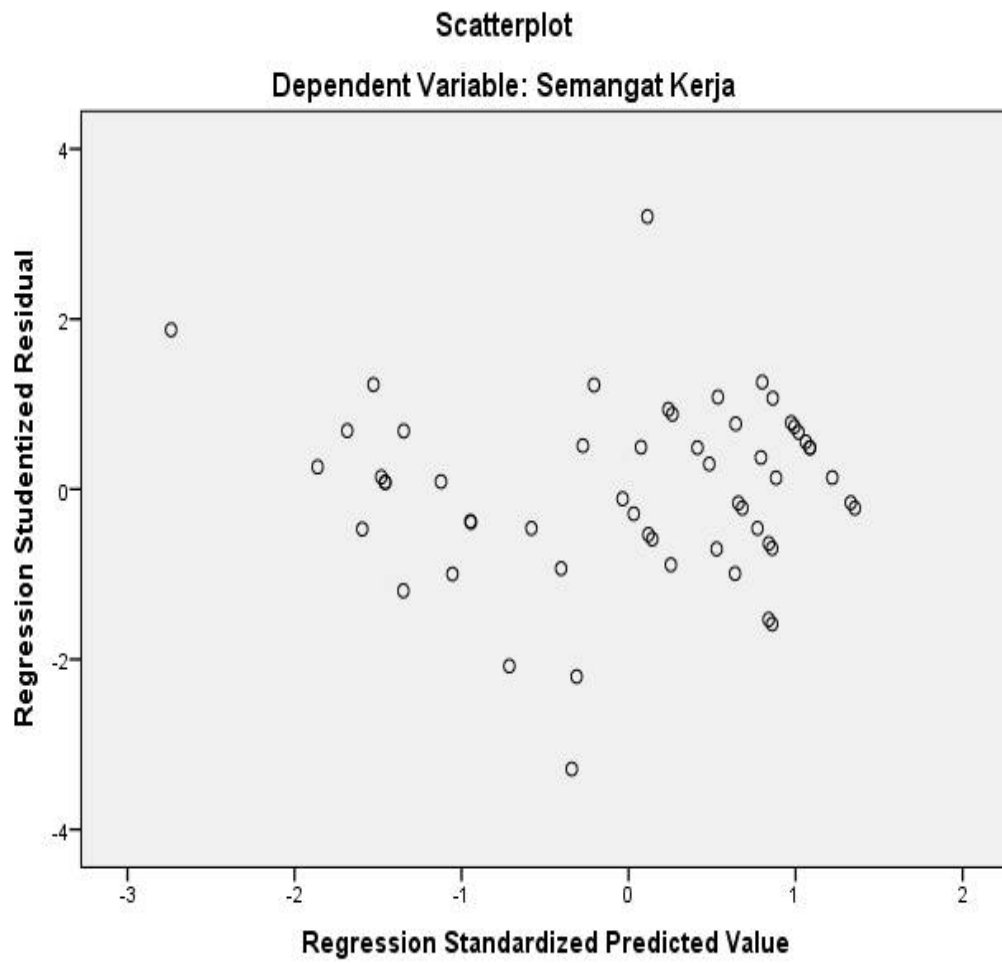


### Uji Heteroskedastisitas

Coefficients<sup>a</sup>

| Model         | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|---------------|-----------------------------|------------|---------------------------|--------|------|
|               | B                           | Std. Error | Beta                      |        |      |
| 1 (Constant)  | -2,715                      | 1,181      |                           | -2,299 | ,026 |
| Kompensasi    | ,052                        | ,037       | ,248                      | 1,413  | ,164 |
| Stress Kerja  | ,093                        | ,026       | ,687                      | 3,506  | ,078 |
| Konflik Kerja | ,035                        | ,021       | ,325                      | 1,709  | ,093 |

a. Dependent Variable: ABS\_RES



### Uji Multikolinieritas

**Coefficients<sup>a</sup>**

| Model |               | Collinearity Statistics |       |
|-------|---------------|-------------------------|-------|
|       |               | Tolerance               | VIF   |
| 1     | Kompensasi    | ,505                    | 1,979 |
|       | Stress Kerja  | ,405                    | 2,467 |
|       | Konflik Kerja | ,430                    | 2,325 |

a. Dependent Variable: Semangat Kerja

## Uji Autokorelasi

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1     | ,936 <sup>a</sup> | ,876     | ,869              | 1,148                      | 1,962         |

a. Predictors: (Constant), Konflik Kerja, Kompensasi, Stress Kerja

b. Dependent Variable: Semangat Kerja

## Regresi dan Uji t

**Coefficients<sup>a</sup>**

| Model |               | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|---------------|-----------------------------|------------|---------------------------|--------|------|
|       |               | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant)    | 2,303                       | 2,059      |                           | 1,119  | ,268 |
|       | Kompensasi    | ,398                        | ,064       | ,425                      | 6,185  | ,000 |
|       | Stress Kerja  | -,129                       | ,046       | -,215                     | -2,800 | ,007 |
|       | Konflik Kerja | ,200                        | ,036       | ,415                      | 5,572  | ,000 |

a. Dependent Variable: Semangat Kerja

## Uji F

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | Df | Mean Square | F       | Sig.              |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1     | Regression | 483,452        | 3  | 161,151     | 122,279 | ,000 <sup>b</sup> |
|       | Residual   | 68,530         | 52 | 1,318       |         |                   |
|       | Total      | 551,982        | 55 |             |         |                   |

a. Dependent Variable: Semangat Kerja

b. Predictors: (Constant), Konflik Kerja, Kompensasi, Stress Kerja

## Uji Koefisien Determinasi

**Model Summary<sup>b</sup>**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,936 <sup>a</sup> | ,876     | ,869              | 1,148                      |

a. Predictors: (Constant), Konflik Kerja, Kompensasi, Stress Kerja



Cendekia dan Berakhlakul Karimah

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 FAKULTAS EKONOMI DAN BISNIS (FEB)  
 PROGRAM STUDI MANAJEMEN

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Jabatan : Production Manager

Dengan ini menerangkan bahwa :

Nama : **Ikrar Septo Rino**  
NIM : 161110001926  
Prodi : Manajemen  
Perguruan Tinggi : UNISNU JEPARA

Adalah benar nama tersebut di atas, telah melaksanakan Riset pada **PT WOOD WORLD** di Jalan Raya Bawu-Batealit RT.07 RW.02 Jepara-Central Java-Indonesia

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