

Kuesioner Penelitian Pengaruh Remunerasi dan *Fairness* Terhadap Kedisiplinan Karyawan Pada PT. Royal Pasifik Mandiri Surabaya

Saya mahasiswa Universitas Muhammadiyah Surabaya Jurusan Manajemen, saya sedang menyusun skripsi sebagai salah satu syarat untuk memperoleh gelar Sarjana Strata 1 dari Universitas Muhammadiyah dengan judul “Pengaruh Remunerasi dan *Fairness* Terhadap Kedisiplinan Karyawan Pada PT. Royal Pasifik Mandiri Surabaya”. Besar harapan saya kiranya Bapak/Ibu/Saudara bersedia mengisi kuesioner ini dengan sejujur-jujurnya dan tanpa paksaan dari pihak manapun. Terima kasih dan selamat mengisi kuesioner ini.

I. Identitas Responden

1. Nama :
2. Jenis kelamin : Laki-laki / Perempuan
3. Usia : Tahun
4. Masa kerja : Tahun
5. Pendidikan terakhir : SMA D3 S1 S2

II. Daftar Pernyataan

Petunjuk Pengisian Kuesioner

Isilah kuesioner dibawah ini dengan memberi tanda checklist (✓) pada jawaban yang anda pilih.

NO.	PERNYATAAN	JAWABAN				
		1	2	3	4	5
		STS	TS	N	S	SS
1.	Gaji pokok yang anda terima setiap bulan bersifat tetap.					
2.	Gaji yang anda terima sudah sesuai dengan pangkat dan golongan anda.					
3.	Tunjangan yang anda terima selama ini dapat menunjang gaji pokok anda.					
4.	Tunjangan yang anda terima disesuaikan dengan status anda.					
5.	Fasilitas kesehatan yang diberikan kepada anda sudah layak.					
6.	Sarana kerja berupa kendaraan pada saat ada event tertentu saja.					
7.	Penjualan anda meningkat dan mendapatkan bonus tetapi ada biaya administrasi dan bonus secara otomatis di potong.					

8.	Dalam bekerja, perusahaan memberikan bonus kepada anda tetapi tidak sesuai dengan kontribusi yang anda berikan kepada perusahaan.					
9.	Gaji yang anda terima sudah sesuai dengan kontribusi anda.					
10.	Di tempat anda bekerja, anda akan menerima gaji ketika dapat menjual produk perusahaan melebihi target.					
11.	Setiap pekerjaan, anda harus bertanggung jawab akan konsekuensi dari perusahaan.					
12.	Dalam bekerja, anda bertanggung jawab untuk menyelesaikan walaupun di luar jam pekerjaan.					
13.	Latar belakang pendidikan anda sudah sesuai dengan pekerjaan anda saat ini.					
14.	Anda mendapatkan fasilitas menggunakan mobil pada saat tertentu.					
15.	Anda mendapat apresiasi oleh perusahaan pada saat anda mampu menyelesaikan pekerjaan.					
16.	Pemberian penghargaan yang diberikan tidak melihat masa kerja anda.					
17.	Anda selalu hadir tepat waktu dalam bekerja					
18.	Di tempat anda bekerja, kebahadiran karyawan sangat diutamakan untuk kedisiplinan karyawan, sehingga akan diberi sanksi ketika terlambat.					
19.	Anda selalu mentaati ketentuan jam kerja yang ditetapkan perusahaan					
20.	Anda selalu mengutamakan jam kerja secara efektif dan efisien.					
21.	Anda memiliki keterampilan kerja pada bidang tugas anda.					
22.	Anda memiliki semangat kerja yang tinggi dalam bekerja					
23.	Anda memiliki sikap yang baik terhadap sesama karyawan dan konsumen					
24.	Anda selalu kreatif dan inovatif dalam melaksanakan pekerjaan.					

Keterangan:

Sangat Tidak Setuju (STS) = Skor 1

Tidak Setuju (TS) = Skor 2

Netral (N) = Skor 3

Setuju (S) = Skor 4

Sangat Setuju (SS) = Skor 5

Nilai-nilai r *Product Moment*

N	Taraf <i>Significant</i>		N	Taraf <i>Significant</i>	
	5%	1%		5%	1%
3	0.997	0.999	32	0.349	0.449
4	0.950	0.990	33	0.344	0.442
5	0.878	0.959	34	0.339	0.436
6	0.811	0.917	35	0.334	0.430
7	0.754	0.874	36	0.329	0.424
8	0.707	0.834	37	0.325	0.418
9	0.666	0.798	38	0.320	0.413
10	0.632	0.765	39	0.316	0.408
11	0.602	0.735	40	0.312	0.403
12	0.576	0.708	41	0.308	0.398
13	0.553	0.684	42	0.304	0.393
14	0.532	0.664	43	0.301	0.389
15	0.514	0.641	44	0.297	0.384
16	0.497	0.623	45	0.294	0.380
17	0.482	0.606	46	0.291	0.376
18	0.468	0.590	47	0.288	0.372
19	0.456	0.575	48	0.284	0.368
20	0.444	0.561	49	0.281	0.364
21	0.433	0.549	50	0.279	0.361
22	0.423	0.537	55	0.266	0.345
23			60		

	0.413	0.526		0.254	0.330
24	0.404	0.515	65	0.244	0.317
25	0.396	0.505	70	0.235	0.306
26	0.388	0.496	75	0.227	0.296
27	0.381	0.487	80	0.220	0.286
28	0.374	0.478	85	0.213	0.278
29	0.367	0.470	90	0.207	0.270
30	0.361	0.463	95	0.202	0.263
31	0.355	0.456	100	0.195	0.256

HASIL PENGOLAHAN DATA SPSS**Frequencies****Statistics**

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8
N	Valid	70	70	70	70	70	70	70	70
	Missing	0	0	0	0	0	0	0	0

Frequency Table**X1.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	13	18.6	18.6	18.6
	3	22	31.4	31.4	50.0
	4	13	18.6	18.6	68.6
	5	22	31.4	31.4	100.0
	Total	70	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	17.1	17.1	17.1
	3	30	42.9	42.9	60.0
	4	24	34.3	34.3	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	17.1	17.1	17.1
	3	30	42.9	42.9	60.0
	4	24	34.3	34.3	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.0	10.0	10.0
	3	16	22.9	22.9	32.9
	4	33	47.1	47.1	80.0
	5	14	20.0	20.0	100.0
	Total	70	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.6	8.6	8.6
	3	23	32.9	32.9	41.4
	4	29	41.4	41.4	82.9

	5	12	17.1	17.1	100.0
	Total	70	100.0	100.0	

X1.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.6	8.6	8.6
	3	19	27.1	27.1	35.7
	4	33	47.1	47.1	82.9
	5	12	17.1	17.1	100.0
	Total	70	100.0	100.0	

X1.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.0	10.0	10.0
	3	19	27.1	27.1	37.1
	4	31	44.3	44.3	81.4
	5	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

X1.7

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	13	18.6	18.6	18.6
	3	32	45.7	45.7	64.3
	4	22	31.4	31.4	95.7
	5	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

X1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	19	27.1	27.1	27.1
	3	28	40.0	40.0	67.1
	4	14	20.0	20.0	87.1
	5	9	12.9	12.9	100.0
	Total	70	100.0	100.0	

Frequencies

Statistics

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8
N	Valid	70	70	70	70	70	70	70	70
	Missing	0	0	0	0	0	0	0	0

Frequency Table

X2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	12	17.1	17.1	17.1
	3	24	34.3	34.3	51.4
	4	11	15.7	15.7	67.1
	5	23	32.9	32.9	100.0
	Total	70	100.0	100.0	

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	14.3	14.3	14.3
	3	32	45.7	45.7	60.0
	4	24	34.3	34.3	94.3
	5	4	5.7	5.7	100.0

X2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	14.3	14.3	14.3
	3	32	45.7	45.7	60.0
	4	24	34.3	34.3	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.0	10.0	10.0
	3	17	24.3	24.3	34.3
	4	33	47.1	47.1	81.4
	5	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

X2.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	14.3	14.3	14.3
	3	30	42.9	42.9	57.1
	4	25	35.7	35.7	92.9

	5	5	7.1	7.1	100.0
	Total	70	100.0	100.0	

X2.5

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	10	14.3	14.3	14.3
	3	34	48.6	48.6	62.9
	4	22	31.4	31.4	94.3
	5	4	5.7	5.7	100.0
	Total	70	100.0	100.0	

X2.6

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.0	10.0	10.0
	3	31	44.3	44.3	54.3
	4	26	37.1	37.1	91.4
	5	6	8.6	8.6	100.0
	Total	70	100.0	100.0	

X2.7

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	2	13	18.6	18.6	18.6
	3	31	44.3	44.3	62.9
	4	23	32.9	32.9	95.7
	5	3	4.3	4.3	100.0
	Total	70	100.0	100.0	

X2.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	19	27.1	27.1	27.1
	3	28	40.0	40.0	67.1
	4	14	20.0	20.0	87.1
	5	9	12.9	12.9	100.0
	Total	70	100.0	100.0	

Frequencies

Statistics

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	Y1.7	Y1.8
N	Valid	70	70	70	70	70	70	70	70
	Missing	0	0	0	0	0	0	0	0

Frequency Table

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.0	10.0	10.0
	3	19	27.1	27.1	37.1
	4	31	44.3	44.3	81.4
	5	13	18.6	18.6	100.0
	Total	70	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.7	5.7	5.7
	3	18	25.7	25.7	31.4
	4	35	50.0	50.0	81.4
	5	13	18.6	18.6	100.0

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.7	5.7	5.7
3	18	25.7	25.7	31.4
4	35	50.0	50.0	81.4
5	13	18.6	18.6	100.0
Total	70	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.7	5.7	5.7
3	30	42.9	42.9	48.6
4	25	35.7	35.7	84.3
5	11	15.7	15.7	100.0
Total	70	100.0	100.0	

Y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	3	4.3	4.3	4.3
3	21	30.0	30.0	34.3
4	36	51.4	51.4	85.7

5	10	14.3	14.3	100.0
Total	70	100.0	100.0	

Y1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	4	5.7	5.7	5.7
3	30	42.9	42.9	48.6
4	26	37.1	37.1	85.7
5	10	14.3	14.3	100.0
Total	70	100.0	100.0	

Y1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	14	20.0	20.0	20.0
4	41	58.6	58.6	78.6
5	15	21.4	21.4	100.0
Total	70	100.0	100.0	

Y1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	1	1.4	1.4	1.4

3	21	30.0	30.0	31.4
4	32	45.7	45.7	77.1
5	16	22.9	22.9	100.0
Total	70	100.0	100.0	

Y1.8

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	4	5.7	5.7	5.7
	3	20	28.6	28.6	34.3
	4	29	41.4	41.4	75.7
	5	17	24.3	24.3	100.0
	Total	70	100.0	100.0	

Reliability

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.665	9

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	28.2000	13.612	.324	.670
X1.2	28.5429	13.904	.371	.632
X1.3	28.0571	12.808	.511	.599
X1.4	28.1571	14.511	.324	.659
X1.5	28.1000	14.004	.332	.640
X1.6	28.1143	13.987	.311	.644
X1.7	28.6143	14.124	.348	.637
X1.8	28.6429	14.871	.313	.688

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	28.2000	13.612	.324	.670
X1.2	28.5429	13.904	.371	.632
X1.3	28.0571	12.808	.511	.599
X1.4	28.1571	14.511	.324	.659
X1.5	28.1000	14.004	.332	.640
X1.6	28.1143	13.987	.311	.644
X1.7	28.6143	14.124	.348	.637
X1.8	28.6429	14.871	.313	.688
Remunerasi (X1)	28.2000	12.945	.872	.563

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
31.8286	16.840	4.10363	9

Reliability

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.659	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	27.0000	9.971	.329	.548
X2.2	27.3286	10.746	.418	.524
X2.3	26.9000	10.265	.443	.512
X2.4	27.2857	11.337	.328	.561
X2.5	27.3571	12.262	.314	.600
X2.6	27.2000	12.046	.316	.591
X2.7	27.4143	12.217	.312	.601
X2.8	27.4571	11.904	.310	.617

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	27.0000	9.971	.329	.548
X2.2	27.3286	10.746	.418	.524
X2.3	26.9000	10.265	.443	.512
X2.4	27.2857	11.337	.328	.561
X2.5	27.3571	12.262	.314	.600
X2.6	27.2000	12.046	.316	.591
X2.7	27.4143	12.217	.312	.601
X2.8	27.4571	11.904	.310	.617
Fairness (X2)	27.2000	10.452	.821	.469

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
30.6429	13.537	3.67930	9

Reliability

Case Processing Summary

		N	%
Cases	Valid	70	100.0
	Excluded ^a	0	.0
	Total	70	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.728	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	30.4000	11.867	.389	.707
Y1.2	30.3000	11.546	.519	.681
Y1.3	30.5000	11.413	.530	.679
Y1.4	30.3571	11.537	.575	.673
Y1.5	30.5143	13.674	.312	.753
Y1.6	30.1000	12.410	.482	.693
Y1.7	30.2143	13.881	.310	.754
Y1.8	30.2714	12.143	.357	.713

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y1.1	30.4000	11.867	.389	.707
Y1.2	30.3000	11.546	.519	.681
Y1.3	30.5000	11.413	.530	.679
Y1.4	30.3571	11.537	.575	.673
Y1.5	30.5143	13.674	.312	.753
Y1.6	30.1000	12.410	.482	.693
Y1.7	30.2143	13.881	.310	.754
Y1.8	30.2714	12.143	.357	.713
Kedisiplinan Karyawan (Y)	30.2571	12.049	.806	.662

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
34.1143	15.030	3.87688	9

Regression

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Fairness (X2), Remunerasi (X1) ^a		Enter

a. All requested variables entered.

b. Dependent Variable: Kedisiplinan Karyawan (Y)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.451 ^a	.204	.180	.44378	1.865

a. Predictors: (Constant), Fairness (X2), Remunerasi (X1)

b. Dependent Variable: Kedisiplinan Karyawan (Y)

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.376	2	1.688	8.572	.000 ^a
	Residual	13.195	67	.197		
	Total	16.571	69			

a. Predictors: (Constant), Fairness (X2), Remunerasi (X1)

ANOVA^p

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.376	2	1.688	8.572	.000 ^a
	Residual	13.195	67	.197		
	Total	16.571	69			

b. Dependent Variable: Kedisiplinan Karyawan (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	1.819	.496		3.669	.000					
	Remunerasi (X1)	.288	.094	.334	3.063	.003	.327	.350	.334	.999	1.001
	Fairness (X2)	.289	.101	.312	2.857	.006	.304	.330	.312	.999	1.001

a. Dependent Variable: Kedisiplinan Karyawan (Y)

NPar Tests

One-Sample Kolmogorov-Smirnov Test

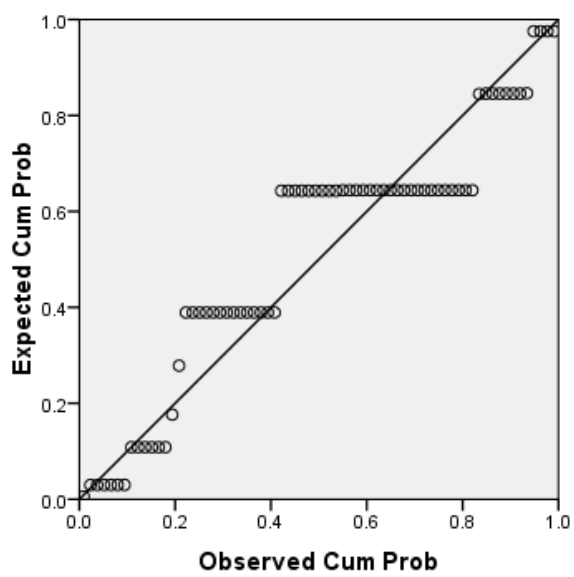
		Unstandardized Residual
N		70
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.43730168
Most Extreme Differences	Absolute	.231
	Positive	.182
	Negative	-.231
Kolmogorov-Smirnov Z		1.931
Asymp. Sig. (2-tailed)		.116

a. Test distribution is Normal.

Charts

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kedisiplinan Karyawan (Y)



Scatterplot

Dependent Variable: Kedisiplinan Karyawan (Y)

