

## DAFTAR ISI

|   |      |
|---|------|
| LEMBAR PENGESAHAN .....                       | iii  |
| HALAMAN PERNYATAAN PERSETUJUAN PUBLIKASI..... | iv   |
| HALAMAN PERNYATAAN ORISINALITAS.....          | v    |
| ABSTRAK.....                                  | vi   |
| LEMBAR DETEKSI PLAGIASI .....                 | viii |
| KATA PENGANTAR .....                          | ix   |
| DAFTAR ISI.....                               | xi   |
| DAFTAR GAMBAR.....                            | xv   |
| DAFTAR TABEL.....                             | xv   |
| BAB I.....                                    | 1    |
| PENDAHULUAN .....                             | 1    |
| 1.1 Latar Belakang .....                      | 1    |
| 1.2 Rumusan Masalah .....                     | 6    |
| 1.3 Tujuan Penelitian.....                    | 7    |
| 1.4 Manfaat Penelitian.....                   | 7    |
| 1.5 Batasan Penelitian .....                  | 8    |
| BAB II.....                                   | 9    |
| TINJAUAN PUSTAKA .....                        | 9    |
| 2.1 Landasan Teori .....                      | 9    |
| 2.1.1 Kinerja Pegawai.....                    | 9    |
| 2.1.2 Kepuasan Kerja.....                     | 10   |
| 2.1.3 Pengertian Motivasi Kerja .....         | 12   |
| 2.2 Penelitian Terdahulu.....                 | 15   |

|  |           |
|--|-----------|
| 2.3 Model Penelitian.....                | 20        |
| 2.4 Kerangka Berpikir Penelitian .....   | 20        |
| 2.5 Hipotesis Penelitian.....            | 22        |
| <b>BAB III .....</b>                     | <b>25</b> |
| <b>METODE PENELITIAN.....</b>            | <b>25</b> |
| 3.1 Pendekatan Penelitian.....           | 25        |
| 3.2 Lokasi Penelitian .....              | 25        |
| 3.3 Populasi dan Sampel .....            | 25        |
| 3.3.1 Populasi.....                      | 25        |
| 3.3.2 Sampel .....                       | 26        |
| 3.4 Jenis Sumber Data .....              | 27        |
| 3.4.1 Data Primer.....                   | 27        |
| 3.5 Pengumpulan Data .....               | 27        |
| 3.5.1 Kuesioner.....                     | 27        |
| 3.6 Variabel Penelitian .....            | 28        |
| 3.7 Definisi Operasional Variabel .....  | 28        |
| 3.8 Uji Coba Instrumen .....             | 29        |
| 3.8.1 Uji Validitas.....                 | 29        |
| 3.8.2 Uji Reliabilitas .....             | 29        |
| 3.9 Teknik Analisis Data .....           | 30        |
| 3.9.1 Analisis Statistik Deskriptif..... | 30        |
| 3.10 Pengujian Asumsi Klasik .....       | 30        |
| 3.10.1 Uji Normalitas Data.....          | 30        |
| 3.10.2 Uji Multikolinearitas.....        | 31        |
| 3.10.3 Uji Heteroskedastisitas .....     | 31        |
| 3.11 Uji Hipotesis.....                  | 32        |

|  |    |
|--|----|
| 3.11.1 Analisis Regresi Linear Berganda .....                | 32 |
| 3.11.2 Uji T (Pengujian Hipotesis Secara Parsial).....       | 32 |
| 3.11.3 Uji F (Pengujian Hipotesis Secara Simultan) .....     | 33 |
| 3.11.4 Uji Koefisien <i>Determinasi</i> ( $R^2$ ) .....      | 33 |
| 3.11.5 Independen Sampel t test .....                        | 33 |
| BAB IV .....   | 34 |
| HASIL DAN PEMBAHASAN.....                                    | 34 |
| 4.1 Gambaran Objek Penelitian.....                           | 34 |
| 4.2 Karakteristik Responden .....                            | 39 |
| 4.2.1 Karakteristik Responden berdasarkan Jenis Kelamin..... | 39 |
| 4.2.2 Karakteristik Responden berdasarkan Lama Bekerja.....  | 40 |
| 4.3 Deskripsi Hasil Penelitian .....                         | 41 |
| 4.3.1 Analisis Deskriptif Variabel Kepuasan Kerja.....       | 42 |
| 4.3.2 Analisis Deskriptif Variabel Motivasi Kerja .....      | 44 |
| 4.3.3 Analisis Deskriptif Variabel Kinerja .....             | 46 |
| 4.4 Instrumen Penelitian.....                                | 49 |
| 4.4.1 Uji Validitas.....                                     | 49 |
| 4.4.2 Uji Reliabilitas .....                                 | 51 |
| 4.5 Hasil Uji Asumsi Klasik.....                             | 52 |
| 4.5.1 Hasil Uji Normalitas .....                             | 52 |
| 4.5.2 Hasil Uji Multikolinieritas .....                      | 53 |
| 4.5.3 Hasil Uji Heteroskedastisitas .....                    | 54 |
| 4.6 Uji Hipotesis.....                                       | 55 |
| 4.6.1 Analisis Dengan Regresi Linier Berganda.....           | 55 |
| 4.6.2 Pengujian Pengaruh Simultan (Uji F).....               | 58 |
| 4.6.3 Pengujian Pengaruh Parsial (Uji t).....                | 59 |

|                                       |     |
|---------------------------------------|-----|
| 4.6.4 Koefisien Determinasi .....     | 62  |
| 4.6.5 Independent Sampel t test ..... | 63  |
| 4.7 Pembahasan .....                  | 64  |
| BAB V .....                           | 73  |
| KESIMPULAN DAN SARAN .....            | 73  |
| 5.1 Kesimpulan .....                  | 73  |
| 5.2 Saran .....                       | 74  |
| DAFTAR PUSTAKA .....                  | 76  |
| LAMPIRAN 1 .....                      | 80  |
| LAMPIRAN 2 .....                      | 81  |
| LAMPIRAN 3 .....                      | 83  |
| LAMPIRAN 4 .....                      | 84  |
| LAMPIRAN 5 .....                      | 86  |
| LAMPIRAN 6 .....                      | 94  |
| LAMPIRAN 7 .....                      | 95  |
| LAMPIRAN 8 .....                      | 96  |
| LAMPIRAN 9 .....                      | 97  |
| LAMPIRAN 10 .....                     | 98  |
| LAMPIRAN 11 .....                     | 99  |
| LAMPIRAN 12 .....                     | 100 |
| LAMPIRAN 13 .....                     | 101 |
| LAMPIRAN 14 .....                     | 102 |