**Lampiran 1**

**KUESIONER**

Kepada Yth. Bapak/Ibu/Saudara/Saudari

Di Tempat,

Dengan hormat,

Saya yang bertanda tangan dibawah ini :

 Nama : Soraya Nasution

 NPM : 173114211

 Jenis Kelamin : Perempuan

 Jurusan : Manajemen

Asal Perguruan Tinggi : Universitas Muslim Nusantara Al-Washliyah Medan

Judul Penelitian : “Pengaruh Pemberian *Reward* Dan *Punishment* Terhadap Kinerja Pegawai Di Rumah Tahanan Negara Perempuan Kelas II A Medan”

Dengan ini saya mohon kesediaan Bapak/Ibu/Saudara/Saudari untuk mengisi daftar kuesioner. Informasi yang Bapak/Ibu/Saudara/Saudari berikan hanya semata mata untuk melengkapi data penelitian dalam rangka penyusunan skripsi. Untuk itu agar sudikiranya Bapak/Ibu/Saudara/Saudari untuk mengisi kuesioner ini dengan jawaban yang sebenar-benarnya. Atas kesediaan Bapak/Ibu/Saudara/Saudari saya ucapkan terima kasih.

 Pemohon,

 Soraya Nasution

**KUESIONER**

1. **Identitas Responden**

Nama (boleh diisi boleh tidak) :

Jenis Kelamin : ☐ Laki-laki ☐ Perempuan

Usia : □ 21–30 Tahun □ 31–40 Tahun

 □ 40–50 Tahun □ > 50 Tahun

Pendidikan : □ SMA □ DIII

 □ S1 □ S2

Pengalaman Kerja : ☐ 1-10 Tahun ☐ 11-20 Tahun

 ☐ 21-30 Tahun ☐ > 31 Tahun

**II. Petunjuk Pengisian Kuesioner**

Berilah tanda checklist (✓) pada jawaban yang paling sesuai dengan pendapat Bapak/Ibu/Saudara/Saudari pada kolom yang tersedia. Setiap responden hanya diperbolehkan memilih satu jawaban. Penelitian ini dapat Bapak/Ibu/Saudara/Saudari lakukan berdasarkan skala berikut:

1. Sangat Setuju (SS) : 5
2. Setuju (S) : 4
3. Kurang Setuju (KS) : 3
4. Tidak Setuju (TS) : 2
5. Sangat Tidak Setuju (STS) : 1

**Variabel *Reward***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Rutan perempuan kelas II A Medan telah membayar gaji sesuai tingkat kebutuhan pegawai |  |  |  |  |  |
| 2. | Rutan perempuan kelas II A Medan telah membayar gaji sesuai dengan prestasi kerja, dan tanggung jawab pegawai |  |  |  |  |  |
| 3. | Rutan perempuan kelas II A Medan memberikan fasilitas liburan/rekreasi bagi setiap pegawai yang berprestasi |  |  |  |  |  |
| 4. | Rutan perempuan kelas II A Medan mengikutsertakan setiap pegawai dalam asuransi kesehatan |  |  |  |  |  |
| 5. | Rutan perempuan kelas II A Medan memberikan kesempatan yangP sama bagi pegawai untuk berprestasi |  |  |  |  |  |
| 6. | Rutan perempuan kelas II A Medan memberikan promosi jabatan kepada pegawai yang berprestasi |  |  |  |  |  |
| 7. | Rutan perempuan kelas II A Medan memberikan bonus kepada pegawai jika mampu bekerja melebihi standar yang ditentukan rumah tahanan |  |  |  |  |  |
| 8. | Rutan perempuan kelas II A Medan memberikan pujian dan penghargaan kepada pegawai yang berprestasi |  |  |  |  |  |
| 9. | Setiap pegawai yang bekerja di Rutan perempuan kelas II A Medan diberikan tunjangan yang memenuhi kebutuhan |  |  |  |  |  |
| 10. | Setiap pegawai berhak menadapatkan fasilitas Rutan perempuan kelas II A Medan sesuai dengan hasil kerja |  |  |  |  |  |

**Variabel *Punishment***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Atasan memberikan kata-kata teguran kepada pegawai yang terlambat sampai di kantor |  |  |  |  |  |
| 2. | Atasan memberikan kata-kata teguran kepada pegawai yang meninggalkan kantor tanpa ijin |  |  |  |  |  |
| 3. | Rutan perempuan kelas II A Medan memberikan surat peringatan kepada pegawai yang melakukan pelanggaran disiplin kerja |  |  |  |  |  |
| 4. | Rutan perempuan kelas II A Medan memberikan sanksi berupa pemotongan gaji/tunjangan kepada pegawai yang melakukan pelanggaran disiplin kerja |  |  |  |  |  |
| 5. | Rutan perempuan kelas II A Medan memberikan skorsing berupa pembebasan tugas bahkan mutasi internal kepada pegawai yang menerima surat peringatan sebanyak 3 kali atau lebih |  |  |  |  |  |
| 6. | Rutan perempuan kelas II A Medan memberikan skorsing berupa pembebasan tugas bahkan pemutusan hubungan kerja kepada pegawai yang melakukan tindakan kriminal |  |  |  |  |  |
| 7. | Rutan perempuan kelas II A Medan telah menyampaikan secara gamblang mengenai SOP baik secara lisan maupun tertulis |  |  |  |  |  |
| 8. | Saya berusaha memperbaiki kinerja saya setelah mendapat surat peringatan |  |  |  |  |  |
| 9 | Rutan perempuan kelas II A Medan memberikan hukuman berupa penundaan kenaikan jabatan kepada pegawai yang sering melakukan pelanggaran dalam bekerja |  |  |  |  |  |
| 10. | Rutan perempuan kelas II A Medan memberikan hukuman kepada pegawai dengan alasan yang jelas |  |  |  |  |  |

**Variabel Kinerja Pegawai**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **SS** | **S** | **KS** | **TS** | **STS** |
| 1. | Skill yang saya miliki sesuai dengan pekerjaan yang saya kerjakan |  |  |  |  |  |
| 2. | Saya mengerjakan suatu pekerjaan dengan penuh perhitungan, cermat dan teliti |  |  |  |  |  |
| 3. | Saya mampu menyelesaikan pekerjaan sesuai dengan SOP |  |  |  |  |  |
| 4. | Saya mampu dan memahami setiap tugas yang saya kerjakan |  |  |  |  |  |
| 5. | Saya memiliki keterampilan untuk menyelesaikan pekerjaan tepat pada waktunya |  |  |  |  |  |
| 6. | Saya tidak menunda-nunda waktu dalam menyelesaikan pekerjaan |  |  |  |  |  |
| 7. | Saya melakukan pekerjaan dengan akurat dan jarang membuat kesalahan |  |  |  |  |  |
| 8. | Saya mampu menyelesaikan tugas yang diberikan dengan konsisten |  |  |  |  |  |
| 9. | Dalam menyelesaikan pekerjaan, saya merasa mampu melakukan secara mandiri |  |  |  |  |  |
| 10. | Dalam melakukan pekerjaan, saya tidak menunggu perintah dari pimpinan |  |  |  |  |  |

**Lampiran 2**

**Data Tabulasi Variabel *Reward* ( X1)**

|  |
| --- |
| **Variabel *Reward* (X1)** |
| **Responden** | **X1.1** | **X1.2** | **X1.3** | **X1.4** | **X1.5** | **X1.6** | **X1.7** | **X1.8** | **X1.9** | **X1.10** | **Jumlah** |
| 1 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 37 |
| 2 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 3 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 45 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 3 | 5 | 45 |
| 6 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 37 |
| 7 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 38 |
| 8 | 3 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 41 |
| 9 | 4 | 5 | 5 | 5 | 5 | 4 | 3 | 5 | 5 | 3 | 44 |
| 10 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 47 |
| 11 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 41 |
| 12 | 3 | 4 | 5 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 43 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 47 |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 19 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 44 |
| 20 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 23 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 43 |
| 26 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 43 |
| 27 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 44 |
| 28 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 46 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 36 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 37 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 42 |
| 40 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 43 |
| 41 | 5 | 2 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 45 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 41 |
| 46 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 43 |
| 47 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 45 |
| 48 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 49 | 4 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 5 | 43 |
| 50 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 43 |
| 51 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 46 |
| 52 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 53 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 34 |
| 54 | 4 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 42 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 57 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 58 | 3 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 4 | 4 | 41 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| **Jumlah** | **257** | **255** | **253** | **254** | **251** | **258** | **251** | **251** | **253** | **251** | **2534** |

**Data Tabulasi Variabel *Punishment* ( X2)**

|  |
| --- |
| **Variabel *Punishment* (X2)** |
| **Responden** | **X2.1** | **X2.2** | **X2.3** | **X2.4** | **X2.5** | **X2.6** | **X2.7** | **X2.8** | **X2.9** | **X2.10** | **Jumlah** |
| 1 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 33 |
| 2 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 48 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 3 | 5 | 5 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 43 |
| 6 | 3 | 3 | 5 | 3 | 4 | 3 | 3 | 4 | 5 | 5 | 38 |
| 7 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 43 |
| 8 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 9 | 5 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 43 |
| 10 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 11 | 4 | 5 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 4 | 41 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 38 |
| 13 | 5 | 3 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 14 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 48 |
| 17 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 45 |
| 20 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 43 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 45 |
| 23 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 45 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 28 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 44 |
| 29 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 30 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 31 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 32 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 33 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 44 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 36 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 43 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 40 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 44 |
| 41 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 46 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 45 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 46 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 47 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 48 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 42 |
| 49 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 50 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 42 |
| 51 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 52 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 43 |
| 53 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 54 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 39 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 57 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 43 |
| 58 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 40 |
| 59 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| **Jumlah** | **251** | **247** | **256** | **249** | **254** | **245** | **247** | **255** | **257** | **260** | **2521** |

**Data Tabulasi Variabel Kinerja ( Y )**

|  |
| --- |
| **Variabel Kinerja (Y)** |
| **Responden** | **Y.1** | **Y.2** | **Y.3** | **Y.4** | **Y.5** | **Y.6** | **Y.7** | **Y.8** | **Y.9** | **Y.10** | **Jumlah** |
| 1 | 4 | 5 | 4 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 38 |
| 2 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 44 |
| 6 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 7 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 3 | 4 | 41 |
| 8 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |
| 9 | 5 | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 3 | 5 | 43 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 11 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 5 | 43 |
| 12 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 41 |
| 13 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 5 | 5 | 4 | 43 |
| 14 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 42 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 17 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 18 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 20 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 43 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 45 |
| 23 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 44 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 25 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 43 |
| 28 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 44 |
| 29 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 43 |
| 30 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 31 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 32 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 36 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 37 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 43 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 39 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 44 |
| 40 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 44 |
| 41 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 44 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 44 |
| 45 | 5 | 5 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 46 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 47 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 43 |
| 48 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 46 |
| 49 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 43 |
| 50 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 51 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 45 |
| 52 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 45 |
| 53 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 45 |
| 54 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 55 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 56 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 43 |
| 57 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 43 |
| 58 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 44 |
| 59 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 44 |
| **Jumlah** | **260** | **262** | **253** | **259** | **261** | **260** | **260** | **262** | **252** | **262** | **2591** |

**Lampiran 3**

**Hasil Uji Validitas Variabel *Reward* (X1) Menggunakan SPSS Versi 22**

|  |
| --- |
| **Correlations** |
|  | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 | TOTAL\_X1 |
| X1.1 | Pearson Correlation | 1 | .226 | .242 | .254 | .209 | -.099 | .253 | .202 | .341\*\* | .294\* | .520\*\* |
| Sig. (2-tailed) |  | .085 | .065 | .052 | .113 | .454 | .053 | .124 | .008 | .024 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.2 | Pearson Correlation | .226 | 1 | .209 | .135 | .257\* | -.004 | .298\* | .112 | .135 | .105 | .459\*\* |
| Sig. (2-tailed) | .085 |  | .112 | .307 | .050 | .974 | .022 | .400 | .309 | .429 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.3 | Pearson Correlation | .242 | .209 | 1 | .390\*\* | .379\*\* | .316\* | .105 | .178 | .256 | .031 | .571\*\* |
| Sig. (2-tailed) | .065 | .112 |  | .002 | .003 | .015 | .429 | .177 | .050 | .817 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.4 | Pearson Correlation | .254 | .135 | .390\*\* | 1 | .675\*\* | .440\*\* | .281\* | .456\*\* | .326\* | .225 | .736\*\* |
| Sig. (2-tailed) | .052 | .307 | .002 |  | .000 | .000 | .031 | .000 | .012 | .087 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.5 | Pearson Correlation | .209 | .257\* | .379\*\* | .675\*\* | 1 | .335\*\* | .353\*\* | .490\*\* | .259\* | .310\* | .756\*\* |
| Sig. (2-tailed) | .113 | .050 | .003 | .000 |  | .010 | .006 | .000 | .048 | .017 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.6 | Pearson Correlation | -.099 | -.004 | .316\* | .440\*\* | .335\*\* | 1 | .283\* | .285\* | .178 | .207 | .500\*\* |
| Sig. (2-tailed) | .454 | .974 | .015 | .000 | .010 |  | .030 | .029 | .177 | .116 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.7 | Pearson Correlation | .253 | .298\* | .105 | .281\* | .353\*\* | .283\* | 1 | .223 | .037 | .160 | .539\*\* |
| Sig. (2-tailed) | .053 | .022 | .429 | .031 | .006 | .030 |  | .089 | .778 | .227 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.8 | Pearson Correlation | .202 | .112 | .178 | .456\*\* | .490\*\* | .285\* | .223 | 1 | .183 | .321\* | .586\*\* |
| Sig. (2-tailed) | .124 | .400 | .177 | .000 | .000 | .029 | .089 |  | .165 | .013 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.9 | Pearson Correlation | .341\*\* | .135 | .256 | .326\* | .259\* | .178 | .037 | .183 | 1 | .365\*\* | .516\*\* |
| Sig. (2-tailed) | .008 | .309 | .050 | .012 | .048 | .177 | .778 | .165 |  | .005 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X1.10 | Pearson Correlation | .294\* | .105 | .031 | .225 | .310\* | .207 | .160 | .321\* | .365\*\* | 1 | .504\*\* |
| Sig. (2-tailed) | .024 | .429 | .817 | .087 | .017 | .116 | .227 | .013 | .005 |  | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| TOTAL\_X1 | Pearson Correlation | .520\*\* | .459\*\* | .571\*\* | .736\*\* | .756\*\* | .500\*\* | .539\*\* | .586\*\* | .516\*\* | .504\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |
| \*. Correlation is significant at the 0.05 level (2-tailed). |

*Sumber : Hasil Perhitungan SPSS Versi 22 (2021)*

**Hasil Uji Validitas Variabel *Punishment* (X2) Menggunakan SPSS Versi 22**

|  |
| --- |
| **Correlations** |
|  | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | 1 | .274\* | .215 | .622\*\* | .276\* | .558\*\* | .510\*\* | .231 | .109 | .121 | .666\*\* |
| Sig. (2-tailed) |  | .036 | .101 | .000 | .035 | .000 | .000 | .078 | .411 | .360 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.2 | Pearson Correlation | .274\* | 1 | .014 | .615\*\* | .352\*\* | .173 | .148 | .174 | .005 | -.143 | .461\*\* |
| Sig. (2-tailed) | .036 |  | .919 | .000 | .006 | .190 | .263 | .188 | .970 | .279 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.3 | Pearson Correlation | .215 | .014 | 1 | .218 | .284\* | .269\* | .171 | .344\*\* | .365\*\* | .475\*\* | .568\*\* |
| Sig. (2-tailed) | .101 | .919 |  | .097 | .030 | .039 | .194 | .008 | .005 | .000 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.4 | Pearson Correlation | .622\*\* | .615\*\* | .218 | 1 | .394\*\* | .445\*\* | .280\* | .295\* | .389\*\* | .191 | .750\*\* |
| Sig. (2-tailed) | .000 | .000 | .097 |  | .002 | .000 | .032 | .023 | .002 | .147 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.5 | Pearson Correlation | .276\* | .352\*\* | .284\* | .394\*\* | 1 | .264\* | .225 | .301\* | .091 | .038 | .572\*\* |
| Sig. (2-tailed) | .035 | .006 | .030 | .002 |  | .044 | .087 | .021 | .492 | .776 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.6 | Pearson Correlation | .558\*\* | .173 | .269\* | .445\*\* | .264\* | 1 | .619\*\* | .444\*\* | .052 | .211 | .690\*\* |
| Sig. (2-tailed) | .000 | .190 | .039 | .000 | .044 |  | .000 | .000 | .698 | .109 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.7 | Pearson Correlation | .510\*\* | .148 | .171 | .280\* | .225 | .619\*\* | 1 | .341\*\* | .005 | .154 | .596\*\* |
| Sig. (2-tailed) | .000 | .263 | .194 | .032 | .087 | .000 |  | .008 | .968 | .245 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.8 | Pearson Correlation | .231 | .174 | .344\*\* | .295\* | .301\* | .444\*\* | .341\*\* | 1 | .265\* | .321\* | .636\*\* |
| Sig. (2-tailed) | .078 | .188 | .008 | .023 | .021 | .000 | .008 |  | .042 | .013 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.9 | Pearson Correlation | .109 | .005 | .365\*\* | .389\*\* | .091 | .052 | .005 | .265\* | 1 | .609\*\* | .460\*\* |
| Sig. (2-tailed) | .411 | .970 | .005 | .002 | .492 | .698 | .968 | .042 |  | .000 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| X2.10 | Pearson Correlation | .121 | -.143 | .475\*\* | .191 | .038 | .211 | .154 | .321\* | .609\*\* | 1 | .479\*\* |
| Sig. (2-tailed) | .360 | .279 | .000 | .147 | .776 | .109 | .245 | .013 | .000 |  | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| TOTAL\_X2 | Pearson Correlation | .666\*\* | .461\*\* | .568\*\* | .750\*\* | .572\*\* | .690\*\* | .596\*\* | .636\*\* | .460\*\* | .479\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

*Sumber : Hasil Perhitungan SPSS Versi 22 (2021)*

**Hasil Uji Validitas Variabel Kinerja (Y) Menggunakan SPSS Versi 22**

|  |
| --- |
| **Correlations** |
|  | Y1 | Y2 | Y3 | Y4 | Y5 | Y6 | Y7 | Y8 | Y9 | Y10 | TOTAL\_Y |
| Y1 | Pearson Correlation | 1 | .158 | .067 | .038 | .112 | .123 | .076 | .209 | -.026 | .331\* | .405\*\* |
| Sig. (2-tailed) |  | .233 | .614 | .777 | .398 | .352 | .566 | .112 | .845 | .010 | .001 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y2 | Pearson Correlation | .158 | 1 | .360\*\* | .177 | .064 | .258\* | .093 | .099 | .159 | .099 | .481\*\* |
| Sig. (2-tailed) | .233 |  | .005 | .180 | .632 | .049 | .485 | .454 | .229 | .454 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y3 | Pearson Correlation | .067 | .360\*\* | 1 | .022 | .049 | .171 | .005 | .215 | .122 | .031 | .400\*\* |
| Sig. (2-tailed) | .614 | .005 |  | .869 | .712 | .196 | .969 | .102 | .356 | .815 | .002 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y4 | Pearson Correlation | .038 | .177 | .022 | 1 | .247 | .034 | .213 | .224 | .231 | .282\* | .496\*\* |
| Sig. (2-tailed) | .777 | .180 | .869 |  | .059 | .800 | .105 | .088 | .079 | .031 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y5 | Pearson Correlation | .112 | .064 | .049 | .247 | 1 | .265\* | .112 | .363\*\* | .366\*\* | .242 | .570\*\* |
| Sig. (2-tailed) | .398 | .632 | .712 | .059 |  | .042 | .398 | .005 | .004 | .065 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y6 | Pearson Correlation | .123 | .258\* | .171 | .034 | .265\* | 1 | .179 | .132 | .068 | .023 | .459\*\* |
| Sig. (2-tailed) | .352 | .049 | .196 | .800 | .042 |  | .176 | .317 | .608 | .862 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y7 | Pearson Correlation | .076 | .093 | .005 | .213 | .112 | .179 | 1 | .453\*\* | .127 | .087 | .465\*\* |
| Sig. (2-tailed) | .566 | .485 | .969 | .105 | .398 | .176 |  | .000 | .337 | .513 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y8 | Pearson Correlation | .209 | .099 | .215 | .224 | .363\*\* | .132 | .453\*\* | 1 | .250 | .335\*\* | .651\*\* |
| Sig. (2-tailed) | .112 | .454 | .102 | .088 | .005 | .317 | .000 |  | .056 | .009 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y9 | Pearson Correlation | -.026 | .159 | .122 | .231 | .366\*\* | .068 | .127 | .250 | 1 | .250 | .536\*\* |
| Sig. (2-tailed) | .845 | .229 | .356 | .079 | .004 | .608 | .337 | .056 |  | .056 | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| Y10 | Pearson Correlation | .331\* | .099 | .031 | .282\* | .242 | .023 | .087 | .335\*\* | .250 | 1 | .533\*\* |
| Sig. (2-tailed) | .010 | .454 | .815 | .031 | .065 | .862 | .513 | .009 | .056 |  | .000 |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| TOTAL\_Y | Pearson Correlation | .405\*\* | .481\*\* | .400\*\* | .496\*\* | .570\*\* | .459\*\* | .465\*\* | .651\*\* | .536\*\* | .533\*\* | 1 |
| Sig. (2-tailed) | .001 | .000 | .002 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 | 59 |
| \*. Correlation is significant at the 0.05 level (2-tailed). |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). |

*Sumber : Hasil Perhitungan SPSS Versi 22 (2021)*

**Lampiran 4**

**Distribusi Nilai rtabel**



**Lampiran 5**

**Distribusi Nilai ttabel**



**Lampiran 6**

**Distribusi Nilai Ftabel**



**BIODATA**

1. **Identitas Diri**

Nama : Soraya Nasution

NPM : 173114211

Tempat/Tanggal Lahir : Sei Sijenggi, 16 Maret 1996

Jenis Kelamin : Perempuan

Agama : Islam

Status : Belum Menikah

Pekerjaan : Mahasiswa

Anak Ke : 3 (Tiga) Dari 3 (Tiga) Bersaudara

Alamat : Desa Sei Sijenggi Dusun III Kec. Perbaungan

No. Hp : 0858-3602-2549

1. **Pendidikan**

SD : SD Negeri 104263 Bengkel

SMP : SMP Negeri 3 Perbaungan

SMA : SMA Negeri 1 Perbaungan

Perguruan Tinggi : Universitas Muslim Nusantara Al-Washliyah Medan

Fakultas : Ekonomi

Jurusan/Prodi : Manajemen

Judul Skripsi : **Pengaruh Pemberian *Reward* Dan *Punishment* Terhadap Kinerja Pegawai Di Rumah Tahanan Negara Perempuan Kelas II A Medan**

1. **Orang tua**

Nama Ayah : Mursan Nasution

Pekerjaan : Petani

Nama Ibu : Siti Aisyah

Pekerjaan : Ibu Rumah Tangga

Alamat : Desa Sei Sijenggi Dusun III Kec. Perbaungan

 Medan, 19 Agustus 2021

 Hormat Saya,

 **Soraya Nasution**

 **NPM. 173114211**