**Lampiran A**

**KUESIONER PENELITIAN**

**PENGARUH INSENTIF DAN DISIPLIN KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PT. ALFA SCORPII DI KECAMATAN PERBAUNGAN KABUPATEN SERDANG BEDAGAI**

**IDENTITAS RESPONDEN**

Nama Responden :

Umur :

Jenis Kelamin :

Pendidikan :

Lama Bekerja :

Berilah tanda (√) pada jawaban yang Anda pilih

**INSENTIF**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | | |
| **SS** | | **S** | **KS** | **TS** | **STS** |
|  |  | **5** | | **4** | **3** | **2** | **1** |
| **Kinerja** | | | | | | | |
| 1 | Insentif diberikan berdasarkan kinerja karyawan |  | |  |  |  |  |
| 2 | Kinerja yang cukup baik akan mempengaruhi insentif yang diterima |  | |  |  |  |  |
| **Lama kerja** | | | | | | | |
| 3 | Lama kerja karyawan mempengaruhi insentif yang diberikan |  | |  |  |  |  |
| 4 | Perusahaan memberikan insentif berdasarkan lama kerja karyawan |  | |  |  |  |  |
| **Senioritas** | | | | | | | |
| 5 | Senioritas karyawan mempengaruhi insentif yang diberikan |  |  | |  |  |  |
| 6 | Perusahaan memberikan insentif berdasarkan senioritas karyawan |  | |  |  |  |  |
| **Kebutuhan** | | | | | | | |
| 7 | Insentif yang diberikan perusahaan cukup untuk memenuhi kebutuhan anda sehari-hari |  | |  |  |  |  |
| 8 | Anda akan bekerja lebih giat lagi untuk mendapatkan tambahan insentif sehingga segala kebutuhan anda terpenuhi |  | |  |  |  |  |
| **Keadilan dan kelayakan** | | | | | | | |
| 9 | Karyawan merasa adil terhadap insentif yang diberikan perusahaan |  | |  |  |  |  |
| 10 | Insentif yang diberikan perusahaan sudah cukup layak |  | |  |  |  |  |

**DISIPLIN KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
| **Taat terhadap aturan waktu** | | | | | | |
| 1 | Saya datang dan pulang kerja sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| 2 | Selalu menyelesaiakan pekerjaan sesuai dengan waktu atau jam yang telah ditentukan |  |  |  |  |  |
| **Taat terhadap peraturan perusahaan** | | | | | | |
| 3 | Saya memakai atribut/seragam sesuai dengan ketentuan yang ada |  |  |  |  |  |
| 4 | Dalam bekerja, saya selalu memperhatikan prosedur kerja yang telah ditetapkan |  |  |  |  |  |
| 5 | Saya mampu bekerja sesuai dengan target yang telah ditentukan |  |  |  |  |  |
| **Taat terhadap aturan perilaku dalam pekerjaan** | | | | | | |
| 6 | Saya memberi tahu lebih dahulu (surat izin) jika absen bekerja |  |  |  |  |  |
| 7 | Saya siap dikenakan sanksi apabila datang kerja terlambat |  |  |  |  |  |
| 8 | Saya selalu Bertanggung jawab atas tugas dan pekerjaan |  |  |  |  |  |
| **Taat terhadap peraturan lainnya diperusahaan** | | | | | | |
| 9 | Saya berinterkasi kepada konsumen dengan cukup baik |  |  |  |  |  |
| 10 | Saya mengetahui sejelas-jelasnya apa yang menjadi tujuan perusahaan |  |  |  |  |  |

**PRODUKTIVITAS KERJA**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Pernyataan** | **Jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| **5** | **4** | **3** | **2** | **1** |
| **Kuantitas kerja** | | | | | | |
| 1 | Saya merasa bangga dengan pekerjaan yang dibebankan kepada saya |  |  |  |  |  |
| 2 | Mutu dari hasil kerja saya selalu memenuhi standar yang telah ditetapkan |  |  |  |  |  |
| 3 | Saya merasa bahwa pekerjaan saya selama ini sesuai dengan kualitas yang ditentukan oleh perusahaan |  |  |  |  |  |
| **Kualitas Kerja** | | | | | | |
| 4 | Saya menguasai keterampilan yang sangat baik dalam melaksanakan pekerjaan-pekerjaan saya |  |  |  |  |  |
| 5 | Saya selalu berusaha untuk meningkatkan kualitas kerja saya. |  |  |  |  |  |
| 6 | Jumlah dari hasil pekerjaan yang saya tangani selalu memenuhi target yang telah ditetapkan |  |  |  |  |  |
| **Ketepatan Waktu** | | | | | | |
| 7 | Saya sangat menjaga ketepatan waktu dan kesempurnaan hasil pekerjaan. |  |  |  |  |  |
| 8 | Ketepatan waktu merupakan faktor yang penting dalam menyelesaikan pekerjan |  |  |  |  |  |
| 9 | Saya selalu berusaha menyelesaikan pekerjaan sebelum batas waktu yang telah ditentukan oleh perusahaan |  |  |  |  |  |
| 10 | Saya mampu menyelesaikan pekerjaan tepat pada waktunya |  |  |  |  |  |

**Lampiran B**

**Tabulasi Data Variabel Insentif (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | **Total X1** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 33 |
| 2 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 36 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 34 |
| 4 | 4 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 3 | 40 |
| 5 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 3 | 4 | 38 |
| 6 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 35 |
| 7 | 3 | 4 | 5 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 37 |
| 8 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 39 |
| 9 | 5 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 10 | 5 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 11 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 44 |
| 12 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 38 |
| 13 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 33 |
| 14 | 3 | 2 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 34 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 3 | 3 | 43 |
| 16 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 3 | 42 |
| 17 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 42 |
| 19 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 20 | 3 | 3 | 3 | 3 | 4 | 4 | 5 | 5 | 3 | 3 | 36 |
| 21 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 31 |
| 22 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 46 |
| 23 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 3 | 40 |
| 24 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 25 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 26 | 5 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 37 |
| 27 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 47 |
| 28 | 5 | 5 | 4 | 4 | 3 | 5 | 4 | 5 | 5 | 5 | 45 |
| 29 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 30 | 4 | 4 | 2 | 2 | 4 | 3 | 4 | 4 | 2 | 4 | 33 |
| 31 | 3 | 4 | 4 | 2 | 4 | 2 | 3 | 4 | 4 | 4 | 34 |
| 32 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 30 |
| 33 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 3 | 32 |
| 34 | 3 | 2 | 3 | 2 | 3 | 4 | 4 | 3 | 2 | 4 | 30 |
| 35 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 3 | 3 | 31 |
| 36 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 3 | 3 | 30 |
| 37 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 34 |
| 38 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 34 |
| 39 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 43 |
| 40 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 32 |
| **∑X1** | | | | | | | | | | | **1494** |

**Lampiran C**

**Tabulasi Data Variabel Disiplin Kerja (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | **Total X2** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |  |
| 1 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 32 |
| 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 33 |
| 3 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 4 | 5 | 43 |
| 4 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 45 |
| 6 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 5 | 5 | 4 | 44 |
| 7 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 5 | 40 |
| 8 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 9 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 34 |
| 10 | 3 | 3 | 2 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 39 |
| 11 | 4 | 5 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 5 | 43 |
| 12 | 5 | 3 | 5 | 4 | 4 | 2 | 5 | 2 | 4 | 4 | 38 |
| 13 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 43 |
| 14 | 4 | 5 | 2 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 43 |
| 15 | 5 | 3 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 42 |
| 16 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 2 | 5 | 5 | 45 |
| 17 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 46 |
| 18 | 5 | 4 | 4 | 4 | 2 | 3 | 5 | 4 | 4 | 4 | 39 |
| 19 | 5 | 2 | 2 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 38 |
| 20 | 5 | 3 | 2 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 40 |
| 21 | 5 | 4 | 3 | 2 | 5 | 3 | 5 | 5 | 5 | 5 | 42 |
| 22 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 46 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 35 |
| 25 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 39 |
| 26 | 3 | 4 | 2 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 37 |
| 27 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 34 |
| 28 | 3 | 3 | 5 | 2 | 4 | 2 | 4 | 4 | 3 | 3 | 33 |
| 29 | 3 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 31 |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 44 |
| 31 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 32 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 42 |
| 33 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 31 |
| 34 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 2 | 36 |
| 35 | 3 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 37 |
| 36 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 3 | 4 | 38 |
| 37 | 3 | 2 | 3 | 3 | 5 | 3 | 5 | 4 | 3 | 4 | 35 |
| 38 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 48 |
| 39 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 42 |
| 40 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 2 | 40 |
| **∑X2** | | | | | | | | | | | **1588** |

**Lampiran D**

**Tabulasi Data Variabel Produktivitas Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No Responden** | **Nomor Item Peryataan** | | | | | | | | | | **Total Y** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 39 |
| 2 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 2 | 4 | 5 | 43 |
| 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 46 |
| 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 45 |
| 6 | 5 | 3 | 4 | 4 | 3 | 5 | 5 | 4 | 5 | 4 | 42 |
| 7 | 3 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 3 | 5 | 44 |
| 8 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 36 |
| 9 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 10 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 44 |
| 11 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 46 |
| 12 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 14 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 37 |
| 15 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 47 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 45 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 48 |
| 18 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 43 |
| 19 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 41 |
| 20 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 38 |
| 21 | 4 | 3 | 5 | 5 | 4 | 3 | 2 | 3 | 2 | 3 | 34 |
| 22 | 4 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 42 |
| 23 | 5 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 3 | 4 | 40 |
| 24 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 41 |
| 25 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 5 | 3 | 3 | 36 |
| 26 | 4 | 4 | 5 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 27 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 5 | 4 | 37 |
| 28 | 5 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 4 | 5 | 40 |
| 29 | 4 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 34 |
| 30 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 36 |
| 31 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 32 | 4 | 3 | 2 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 36 |
| 33 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 2 | 34 |
| 34 | 4 | 5 | 3 | 3 | 5 | 3 | 3 | 3 | 2 | 4 | 35 |
| 35 | 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 37 |
| 36 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 38 |
| 37 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 3 | 2 | 3 | 34 |
| 38 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 39 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 44 |
| 40 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 40 |
| **∑Y** | | | | | | | | | | | **1589** |

**Lampiran E**

**Hasil Outpus SPSS**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 430.216 | 2 | 215.108 | 18.782 | .000b |
| Residual | 423.759 | 37 | 11.453 |  |  |
| Total | 853.975 | 39 |  |  |  |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |
| b. Predictors: (Constant), Disiplin Kerja, Insentif | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | |
|  | | Insentif | Disiplin Kerja | Produktivitas Kerja |
| N | | 40 | 40 | 40 |
| Normal Parametersa,b | Mean | 37.3500 | 39.7000 | 39.7250 |
| Std. Deviation | 5.24551 | 4.66960 | 4.67940 |
| Most Extreme Differences | Absolute | .138 | .114 | .095 |
| Positive | .138 | .068 | .095 |
| Negative | -.081 | -.114 | -.070 |
| Kolmogorov-Smirnov Z | | .876 | .720 | .600 |
| Asymp. Sig. (2-tailed) | | .427 | .678 | .865 |
| a. Test distribution is Normal. | | | | |
| b. Calculated from data. | | | | |

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficient Correlationsa** | | | | | | | | | | |
| Model | | | | | | | Disiplin Kerja | | Insentif | |
| 1 | | Correlations | | Disiplin Kerja | | | 1.000 | | .017 | |
| Insentif | | | .017 | | 1.000 | |
| Covariances | | Disiplin Kerja | | | .013 | | .000 | |
| Insentif | | | .000 | | .011 | |
| a. Dependent Variable: Produktivitas Kerja | | | | | | | | | | |
|  | | | | | | | | | | |
| **Coefficientsa** | | | | | | | | | | | | | |
| Model | | | Unstandardized Coefficients | | | Standardized Coefficients | | t | | Sig. | | Collinearity Statistics | |
| B | | Std. Error | Beta | | Tolerance | VIF |
| 1 | (Constant) | | 2.629 | | 6.083 |  | | .432 | | .668 | |  |  |
| Insentif | | .388 | | .103 | .435 | | 3.760 | | .001 | | 0.949 | 1.000 |
| Disiplin Kerja | | .569 | | .116 | .568 | | 4.902 | | .000 | | 0.949 | 1.000 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | | | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficient Correlationsa** | | | | |
| Model | | | Disiplin Kerja | Insentif |
| 1 | Correlations | Disiplin Kerja | 1.000 | .017 |
| Insentif | .017 | 1.000 |
| Covariances | Disiplin Kerja | .013 | .000 |
| Insentif | .000 | .011 |
| a. Dependent Variable: Produktivitas Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Collinearity Diagnosticsa** | | | | | | |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
| (Constant) | Insentif | Disiplin Kerja |
| 1 | 1 | 2.978 | 1.000 | .00 | .00 | .00 |
| 2 | .017 | 13.400 | .01 | .65 | .33 |
| 3 | .005 | 24.208 | .99 | .34 | .67 |
| a. Dependent Variable: Produktivitas Kerja | | | | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .710a | .504 | .477 | 3.38422 |
| a. Predictors: (Constant), Disiplin Kerja, Insentif | | | | |
| b. Dependent Variable: Produktivitas Kerja | | | | |

**Lampiran F**

**Tabel Nilai Kritik dari r Produk Moment**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **N (1)** | **Interval** | **Kepercayaan** | **N**  **(1)** | **Interval** | **Kepercayaan** | **N**  **(1)** | **Interval** | **Kepercayaan** |
| **95%**  **(2)** | **99%**  **(3)** | **95%**  **(2)** | **99%**  **(3)** | **95%**  **(2)** | **99%**  **(3)** |
| 3  4  5  6  7  8  9  10  11  12  13  14  15  16  17  18  19  20  21  22  23  24  25  26 | 0.997  0.950  0.878  0.811  0.754  0.707  0.666  0.632  0.602  0.576  0.553  0.532  0.514  0.497  0.482  0.468  0.456  0.g444  0.433  0.432  0.413  0.404  0.396  0.388 | 0.999  0.990  0.939  0.917  0.874  0.874  0.798  0.765  0.735  0.708  0.684  0.661  0.641  0.623  0.606  0.590  0.575  0.561  0.549  0.537  0.526  0.515  0.505  0.496 | 27  28  29  30  31  32  33  34  35  36  **37**  38  39  40  41  42  43  44  45  46  47  48  49  50 | 0.381  0.374  0.367  0.361  0.355  0.349  0.344  0.339  0.334  0.329  **0.325**  0.320  0.316  0.312  0.308  0.304  0.301  0.297  0.294  0.291  0.288  0.284  0.281  0.297 | 0.487  0.487  0.470  0.463  0.456  0.449  0.442  0.436  0.430  0.424  0.418  0.413  0.408  0.403  0.396  0.393  0.389  0.384  0.380  0.276  0.372  0.368  0.364  0.361 | 55  60  65  70  75  80  85  90  95  100  125  150  175  200  300  400  500  600  700  800  900  1000 | 0.266  0.254  0.244  0.235  0.227  0.220  0.213  0.207  0.202  0.195  0.176  0.159  0.148  0.138  0.113  0.098  0.088  0.080  0.074  0.070  0.065  0.062 | 0.345  0.330  0.317  0.306  0.296  0.286  0.278  0.270  0.263  0.256  0.230  0.210  0.194  0.181  0.148  0.128  0.115  0.105  0.097  0.091  0.086  0.081 |

**Lampiran G**

**Titik Persentase Distribusi F**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **df untuk**  **penyebut**  **(N2)** | **df untuk pembilang (N1)** | | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** | **15** |
| 1 | 161 | 199 | 216 | 225 | 230 | 234 | 237 | 239 | 241 | 242 | 243 | 244 | 245 | 245 | 246 |
| 2 | 18.51 | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3 | 10.13 | 9.55 | 9.28 | 9.12 | 9.01 | 8.94 | 8.89 | 8.85 | 8.81 | 8.79 | 8.76 | 8.74 | 8.73 | 8.71 | 8.70 |
| 4 | 7.71 | 6.94 | 6.59 | 6.39 | 6.26 | 6.16 | 6.09 | 6.04 | 6.00 | 5.96 | 5.94 | 5.91 | 5.89 | 5.87 | 5.86 |
| 5 | 6.61 | 5.79 | 5.41 | 5.19 | 5.05 | 4.95 | 4.88 | 4.82 | 4.77 | 4.74 | 4.70 | 4.68 | 4.66 | 4.64 | 4.62 |
| 6 | 5.99 | 5.14 | 4.76 | 4.53 | 4.39 | 4.28 | 4.21 | 4.15 | 4.10 | 4.06 | 4.03 | 4.00 | 3.98 | 3.96 | 3.94 |
| 7 | 5.59 | 4.74 | 4.35 | 4.12 | 3.97 | 3.87 | 3.79 | 3.73 | 3.68 | 3.64 | 3.60 | 3.57 | 3.55 | 3.53 | 3.51 |
| 8 | 5.32 | 4.46 | 4.07 | 3.84 | 3.69 | 3.58 | 3.50 | 3.44 | 3.39 | 3.35 | 3.31 | 3.28 | 3.26 | 3.24 | 3.22 |
| 9 | 5.12 | 4.26 | 3.86 | 3.63 | 3.48 | 3.37 | 3.29 | 3.23 | 3.18 | 3.14 | 3.10 | 3.07 | 3.05 | 3.03 | 3.01 |
| 10 | 4.96 | 4.10 | 3.71 | 3.48 | 3.33 | 3.22 | 3.14 | 3.07 | 3.02 | 2.98 | 2.94 | 2.91 | 2.89 | 2.86 | 2.85 |
| 11 | 4.84 | 3.98 | 3.59 | 3.36 | 3.20 | 3.09 | 3.01 | 2.95 | 2.90 | 2.85 | 2.82 | 2.79 | 2.76 | 2.74 | 2.72 |
| 12 | 4.75 | 3.89 | 3.49 | 3.26 | 3.11 | 3.00 | 2.91 | 2.85 | 2.80 | 2.75 | 2.72 | 2.69 | 2.66 | 2.64 | 2.62 |
| 13 | 4.67 | 3.81 | 3.41 | 3.18 | 3.03 | 2.92 | 2.83 | 2.77 | 2.71 | 2.67 | 2.63 | 2.60 | 2.58 | 2.55 | 2.53 |
| 14 | 4.60 | 3.74 | 3.34 | 3.11 | 2.96 | 2.85 | 2.76 | 2.70 | 2.65 | 2.60 | 2.57 | 2.53 | 2.51 | 2.48 | 2.46 |
| 15 | 4.54 | 3.68 | 3.29 | 3.06 | 2.90 | 2.79 | 2.71 | 2.64 | 2.59 | 2.54 | 2.51 | 2.48 | 2.45 | 2.42 | 2.40 |
| 16 | 4.49 | 3.63 | 3.24 | 3.01 | 2.85 | 2.74 | 2.66 | 2.59 | 2.54 | 2.49 | 2.46 | 2.42 | 2.40 | 2.37 | 2.35 |
| 17 | 4.45 | 3.59 | 3.20 | 2.96 | 2.81 | 2.70 | 2.61 | 2.55 | 2.49 | 2.45 | 2.41 | 2.38 | 2.35 | 2.33 | 2.31 |
| 18 | 4.41 | 3.55 | 3.16 | 2.93 | 2.77 | 2.66 | 2.58 | 2.51 | 2.46 | 2.41 | 2.37 | 2.34 | 2.31 | 2.29 | 2.27 |
| 19 | 4.38 | 3.52 | 3.13 | 2.90 | 2.74 | 2.63 | 2.54 | 2.48 | 2.42 | 2.38 | 2.34 | 2.31 | 2.28 | 2.26 | 2.23 |
| 20 | 4.35 | 3.49 | 3.10 | 2.87 | 2.71 | 2.60 | 2.51 | 2.45 | 2.39 | 2.35 | 2.31 | 2.28 | 2.25 | 2.22 | 2.20 |
| 21 | 4.32 | 3.47 | 3.07 | 2.84 | 2.68 | 2.57 | 2.49 | 2.42 | 2.37 | 2.32 | 2.28 | 2.25 | 2.22 | 2.20 | 2.18 |
| 22 | 4.30 | 3.44 | 3.05 | 2.82 | 2.66 | 2.55 | 2.46 | 2.40 | 2.34 | 2.30 | 2.26 | 2.23 | 2.20 | 2.17 | 2.15 |
| 23 | 4.28 | 3.42 | 3.03 | 2.80 | 2.64 | 2.53 | 2.44 | 2.37 | 2.32 | 2.27 | 2.24 | 2.20 | 2.18 | 2.15 | 2.13 |
| 24 | 4.26 | 3.40 | 3.01 | 2.78 | 2.62 | 2.51 | 2.42 | 2.36 | 2.30 | 2.25 | 2.22 | 2.18 | 2.15 | 2.13 | 2.11 |
| 25 | 4.24 | 3.39 | 2.99 | 2.76 | 2.60 | 2.49 | 2.40 | 2.34 | 2.28 | 2.24 | 2.20 | 2.16 | 2.14 | 2.11 | 2.09 |
| 26 | 4.23 | 3.37 | 2.98 | 2.74 | 2.59 | 2.47 | 2.39 | 2.32 | 2.27 | 2.22 | 2.18 | 2.15 | 2.12 | 2.09 | 2.07 |
| 27 | 4.21 | 3.35 | 2.96 | 2.73 | 2.57 | 2.46 | 2.37 | 2.31 | 2.25 | 2.20 | 2.17 | 2.13 | 2.10 | 2.08 | 2.06 |
| 28 | 4.20 | 3.34 | 2.95 | 2.71 | 2.56 | 2.45 | 2.36 | 2.29 | 2.24 | 2.19 | 2.15 | 2.12 | 2.09 | 2.06 | 2.04 |
| 29 | 4.18 | 3.33 | 2.93 | 2.70 | 2.55 | 2.43 | 2.35 | 2.28 | 2.22 | 2.18 | 2.14 | 2.10 | 2.08 | 2.05 | 2.03 |
| 30 | 4.17 | 3.32 | 2.92 | 2.69 | 2.53 | 2.42 | 2.33 | 2.27 | 2.21 | 2.16 | 2.13 | 2.09 | 2.06 | 2.04 | 2.01 |
| 31 | 4.16 | 3.30 | 2.91 | 2.68 | 2.52 | 2.41 | 2.32 | 2.25 | 2.20 | 2.15 | 2.11 | 2.08 | 2.05 | 2.03 | 2.00 |
| 32 | 4.15 | 3.29 | 2.90 | 2.67 | 2.51 | 2.40 | 2.31 | 2.24 | 2.19 | 2.14 | 2.10 | 2.07 | 2.04 | 2.01 | 1.99 |
| 33 | 4.14 | 3.28 | **2.89** | 2.66 | 2.50 | 2.39 | 2.30 | 2.23 | 2.18 | 2.13 | 2.09 | 2.06 | 2.03 | 2.00 | 1.98 |
| 34 | 4.13 | 3.28 | 2.88 | 2.65 | 2.49 | 2.38 | 2.29 | 2.23 | 2.17 | 2.12 | 2.08 | 2.05 | 2.02 | 1.99 | 1.97 |
| 35 | 4.12 | 3.27 | 2.87 | 2.64 | 2.49 | 2.37 | 2.29 | 2.22 | 2.16 | 2.11 | 2.07 | 2.04 | 2.01 | 1.99 | 1.96 |
| 36 | 4.11 | 3.26 | 2.87 | 2.63 | 2.48 | 2.36 | 2.28 | 2.21 | 2.15 | 2.11 | 2.07 | 2.03 | 2.00 | 1.98 | 1.95 |
| **37** | 4.11 | 3.25 | **2.86** | 2.63 | 2.47 | 2.36 | 2.27 | 2.20 | 2.14 | 2.10 | 2.06 | 2.02 | 2.00 | 1.97 | 1.95 |
| 38 | 4.10 | 3.24 | 2.85 | 2.62 | 2.46 | 2.35 | 2.26 | 2.19 | 2.14 | 2.09 | 2.05 | 2.02 | 1.99 | 1.96 | 1.94 |
| 39 | 4.09 | 3.24 | 2.85 | 2.61 | 2.46 | 2.34 | 2.26 | 2.19 | 2.13 | 2.08 | 2.04 | 2.01 | 1.98 | 1.95 | 1.93 |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | 2.18 | 2.12 | 2.08 | 2.04 | 2.00 | 1.97 | 1.95 | 1.92 |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | 2.17 | 2.12 | 2.07 | 2.03 | 2.00 | 1.97 | 1.94 | 1.92 |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | 2.17 | 2.11 | 2.06 | 2.03 | 1.99 | 1.96 | 1.94 | 1.91 |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | 2.16 | 2.11 | 2.06 | 2.02 | 1.99 | 1.96 | 1.93 | 1.91 |
| 44 | 4.06 | 3.21 | 2.82 | 2.58 | 2.43 | 2.31 | 2.23 | 2.16 | 2.10 | 2.05 | 2.01 | 1.98 | 1.95 | 1.92 | 1.90 |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | 2.15 | 2.10 | 2.05 | 2.01 | 1.97 | 1.94 | 1.92 | 1.89 |

**Lampiran G**

**Titik Persentase Distribusi t (dk = 1 – 40)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr**  **df** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.3088 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | **2.03452** | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | **1.68709** | **2.02619** | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |