**LAMPIRAN**

Medan, 1 Juli 2020

Kepada Yth : Responden Di tempat

Bersama ini saya ,

Nama : Muhammad. Andre

NIM : 163114081

Status : Mahasiswa Strata 1 (S-1), Fakultas Ekonomi, Jurusan Manajemen, Universitas Muslim Nusantara Al-Washliyah. Medan

Dalam rangka untuk penelitian skripsi program sarjana (S-1), Fakultas Ekonomi, Jurusan Manajemen, Universitas Muslim Nusantara Al-Washliyah Medan, saya memerlukan informasi untuk mendukung penelitian yang saya lakukan dengan judul “Pengaruh motivasi kerja dan insentif terhadap kinerja karyawan pada PT. Indojaya Agrinusa”.

Untuk itu saya mohon kesediaan Bapak/Ibu/Saudara/i berpartisipasi dalam penelitian ini dengan mengisi kuesioner yang terlampir. Kesediaan Bapak/Ibu/Saudara/i mengisi kuesioner ini sangat menentukan keberhasilan penelitian yang saya lakukan. Perlu Bapak/Ibu/Saudara/i ketahui sesuai dengan etika dalam penelitian, data yang saya peroleh akan dijaga kerahasiaannya dan digunakan semata-mata untuk kepentingan penelitian. Atas kesediaan Bapak/Ibu/Saudara/i meluangkan waktu mengisi kuesioner tersebut, saya ucapkan terima kasih.

Hormat saya,

Muhammad. Andre

Nomor Responden (Tidak

Perlu Diisi)

##### IDENTITAS RESPONDEN

1. Nama : ..........................................................

2. Umur : ..........................................................

3. Jenis Kelamin : Pria/Wanita

4. Pendidikan Terakhir :...........................................................

##### Cara pengisian kuesioner :

Bapak/ibu/saudara/i cukup memberikan tanda silang (X) pada pilihan jawaban yang tersedia sesuai dengan pendapat Bapak/Ibu/Saudara/i. Setiap pernyataan mengharapkan hanya ada satu jawaban. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat Bapak/Ibu/Saudara/i. Skor/Nilai jawaban adalah sebagai berikut :

Skor/Nilai 1 : Sangat tidak setuju (STS) Skor/Nilai 2 : Tidak setuju (TS) Skor/Nilai 3 : Kurang Setuju (KS) Skor/Nilai 4 : Setuju (Setuju) Skor/Nilai 5 : Sangat Setuju (SS)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pernyataan | Kriteria Jawaban | | | | |
| STS | TS | KS | S | SS |
| 1 | Setiap karyawan yang memiliki prestasi kerja yang tinggi akan mendapatkan kesempatan untuk  mengembangkan karir |  |  |  |  |  |
| 2 | Karyawan memiliki kesempatan untuk mengikuti  pelatihan untuk menunjang prestasi |  |  |  |  |  |
| 3 | Dalam mengerjakan pekerjaan setiap karyawan ingin mendapat pengakuan terhadap pekerjaannya  dari lingkungan kerjanya |  |  |  |  |  |
| 4 | Pengakuan dari rekan kerja mampu meningkatkan  prestasi kerja |  |  |  |  |  |
| 5 | Saya berminat pada pekerjaan yang lain demi pengembangan diri dan potensi saya |  |  |  |  |  |
| 6 | Saya berminat bekerja di tempat yang lain jika  gaji yang saya terima lebih tinggi |  |  |  |  |  |
| 7 | Dalam menyelesaikan pekerjaan karyawan selalu mempunyai metode sendiri dan wewenang yang bisa  dipertanggung jawabkan |  |  |  |  |  |
| 8 | Karyawan memiliki kewenangan dan tanggungjawab  terhadap keberhasilan perusahaan. |  |  |  |  |  |
| 9 | Karyawan bertanggungjawab atas kemajuan  perusahaan |  |  |  |  |  |
| 10 | Kemajuan perusahaan ditentukan dari prestasi  kerja karyawan |  |  |  |  |  |

Keterangan:

STS : Sangat Tidak Setuju TS : Tidak Setuju

KS : Kurang Setuju S : Setuju

SS : Sangat Setuju

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pernyataan | Kriteria Jawaban | | | | |
| STS | TS | KS | S | SS |
| 1 | Perusahaan memberi bonus jika saya mampu mencapai  kinerja yang diharapkan |  |  |  |  |  |
| 2 | Menurut saya, pemberian komisi yang diterapkan  manajemen perusahaan cukup adil |  |  |  |  |  |
| 3 | Saya menerima tunjangan yang sesuai dengan  tanggung jawab pekerjaan saya |  |  |  |  |  |
| 4 | Saya selalu menerima konpensasi atas  tanggungjawab saya terhadap pekerjaan |  |  |  |  |  |
| 5 | Pemberian penghargaan dilakukan secara obyektif  sesuai penilaian kinerja karyawan oleh manajer. |  |  |  |  |  |
| 6 | Perusahaan sering memberikan penghargaan dan  pujian pada karyawan. |  |  |  |  |  |
| 7 | Perusahaan menyediakan insentif pengembangan  karir bagi karyawan teladan |  |  |  |  |  |
| 8 | Menurut saya, masyarakat memberi apresiasi yang  baik terhadap keberadaan perusahaan |  |  |  |  |  |
| 9 | Saya merasakan pimpinan sudah memberikan apresiasi  terhadap hasil kerja karyawan |  |  |  |  |  |
| 10 | Saya merasakan lingkungan kerja yang kondusif yang  dapat menunjang kinerja saya |  |  |  |  |  |

Keterangan:

STS : Sangat Tidak Setuju TS : Tidak Setuju

KS : Kurang Setuju S : Setuju

SS : Sangat Setuju

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| NO | Pernyataan | Kriteria Jawaban | | | | |
| STS | TS | KS | S | SS |
| 1 | Saya selalu berusaha mencapai target kerja yang  ditetapkan perusahaan |  |  |  |  |  |
| 2 | Saya berupaya menjadi individu yang selalu berusaha  untuk meningkatkan kualitas kinerja |  |  |  |  |  |
| 3 | Saya memiliki pengetahuan atas pekerjaan yang saya  lakukan. |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan pekerjaan lebih dari yang  ditargetkan. |  |  |  |  |  |
| 5 | Saya selalu taat kepada peraturan yang ditetapkan oleh  perusahaan dan tidak pernah sekalipun melanggarnya |  |  |  |  |  |
| 6 | Saya selalu melakukan sesuatu hal yang baik dalam pekerjaan saya sesuai dengan inisiatif saya  sendiri sebelum disuruh atasan |  |  |  |  |  |
| 7 | Saya tidak sering membuat kesalahan dalam  menjalankan tugas saya |  |  |  |  |  |
| 8 | Saya merasa nyaman dengan gaya kepemimpinan  atasan saya |  |  |  |  |  |
| 9 | Dalam bekerja saya tidak pernah berbohong  sekalipun |  |  |  |  |  |
| 10 | Dalam bidang pekerjaan saya tidak dituntut soal  kreativitas |  |  |  |  |  |

Keterangan:

STS : Sangat Tidak Setuju TS : Tidak Setuju

KS : Kurang Setuju S : Setuju

SS : Sangat Setuju

# TABULASI DATA PEMBANDING SAMPEL 30

### VARIABEL MOTIVASI (X1)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | VARIABEL INDEPENDEN MOTIVASI (X1) | | | | | | | | | | **Σ** |
| BUTIR PERNYATAAN | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | | | | | | | | | |
| 1 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **35** |
| 2 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 2 | 3 | 4 | **35** |
| 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **29** |
| 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | **42** |
| 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 6 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | **31** |
| 7 | 3 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | **26** |
| 8 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | **38** |
| 9 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | **42** |
| 10 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | **46** |
| 11 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **46** |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 13 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **32** |
| 14 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 3 | **38** |
| 15 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | **43** |
| 16 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | **40** |
| 17 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **44** |
| 18 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | **34** |
| 19 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **39** |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | **36** |
| 21 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | **38** |
| 22 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | **31** |
| 23 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **31** |
| 24 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | **30** |
| 25 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 5 | 3 | 1 | **34** |
| 26 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | **34** |
| 27 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | **32** |
| 28 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | **32** |
| 29 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | **35** |
| 30 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | **46** |

Warning # 849 in column 23. Text: in\_ID

The LOCALE subcommand of the SET command has an invalid parameter. It could

not be mapped to a valid backend locale. CORRELATIONS

/VARIABLES=x1 x2 x3 x4 x5 x6 x7 x8 x9 x10 Total

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

#### Correlation

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | Total |
| Pearson  Correlation  x1 Sig. (2-tailed) N  Pearson  x2 Correlation Sig. (2-tailed)  N  Pearson  x3 Correlation Sig. (2-tailed)  N  Pearson  x4 Correlation Sig. (2-tailed)  N  Pearson  x5 Correlation Sig. (2-tailed)  N  Pearson  x6 Correlation Sig. (2-tailed)  N  Pearson  x7 Correlation Sig. (2-tailed)  N  Pearson  x8 Correlation Sig. (2-tailed)  N  Pearson  x9 Correlation Sig. (2-tailed)  N | 1 | ,195 | ,392\* | ,474\*\* | ,457\* | ,474\*\* | ,195 | ,557\*\* | ,532\*\* | ,325 | ,625\*\* |
|  | ,303 | ,032 | ,008 | ,011 | ,008 | ,303 | ,001 | ,002 | ,080 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,195 | 1 | ,214 | ,299 | ,453\* | ,299 | 1,000\*  \* | ,061 | ,532\*\* | ,436\* | ,594\*\* |
| ,303 |  | ,256 | ,108 | ,012 | ,108 | ,000 | ,749 | ,002 | ,016 | ,001 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,392\* | ,214 | 1 | ,629\*\* | ,419\* | ,629\*\* | ,214 | ,467\*\* | ,365\* | ,520\*\* | ,693\*\* |
| ,032 | ,256 |  | ,000 | ,021 | ,000 | ,256 | ,009 | ,047 | ,003 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,474\*\* | ,299 | ,629\*\* | 1 | ,629\*\* | 1,000\*  \* | ,299 | ,632\*\* | ,486\*\* | ,586\*\* | ,870\*\* |
| ,008 | ,108 | ,000 |  | ,000 | ,000 | ,108 | ,000 | ,006 | ,001 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,457\* | ,453\* | ,419\* | ,629\*\* | 1 | ,629\*\* | ,453\* | ,574\*\* | ,539\*\* | ,319 | ,779\*\* |
| ,011 | ,012 | ,021 | ,000 |  | ,000 | ,012 | ,001 | ,002 | ,085 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,474\*\* | ,299 | ,629\*\* | 1,000\*  \* | ,629\*\* | 1 | ,299 | ,632\*\* | ,486\*\* | ,586\*\* | ,870\*\* |
| ,008 | ,108 | ,000 | ,000 | ,000 |  | ,108 | ,000 | ,006 | ,001 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,195 | 1,000\*\* | ,214 | ,299 | ,453\* | ,299 | 1 | ,061 | ,532\*\* | ,436\* | ,594\*\* |
| ,303 | ,000 | ,256 | ,108 | ,012 | ,108 |  | ,749 | ,002 | ,016 | ,001 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,557\*\* | ,061 | ,467\*\* | ,632\*\* | ,574\*\* | ,632\*\* | ,061 | 1 | ,428\* | ,234 | ,674\*\* |
| ,001 | ,749 | ,009 | ,000 | ,001 | ,000 | ,749 |  | ,018 | ,213 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,532\*\* | ,532\*\* | ,365\* | ,486\*\* | ,539\*\* | ,486\*\* | ,532\*\* | ,428\* | 1 | ,504\*\* | ,731\*\* |
| ,002 | ,002 | ,047 | ,006 | ,002 | ,006 | ,002 | ,018 |  | ,004 | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Pearson  x10 Correlation  Sig. (2-tailed)  N  Pearson Correlation  Total Sig. (2-tailed)  N | ,325 | ,436\* | ,520\*\* | ,586\*\* | ,319 | ,586\*\* | ,436\* | ,234 | ,504\*\* | 1 | ,692\*\* |
| ,080 | ,016 | ,003 | ,001 | ,085 | ,001 | ,016 | ,213 | ,004 |  | ,000 |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| ,625\*\* | ,594\*\* | ,693\*\* | ,870\*\* | ,779\*\* | ,870\*\* | ,594\*\* | ,674\*\* | ,731\*\* | ,692\*\* | 1 |
| ,000 | ,001 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 | ,000 |  |
| 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

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

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

RELIABILITY

/VARIABLES=x1 x2 x3 x4 x5 x6 x7 x8 x9 x10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

#### Reliability

**Scale: ALL VARIABLES**

**Case Processing Summary**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
|  | Valid | 30 | 100,0 |
| Cases | Excludeda | 0 | ,0 |
|  | Total | 30 | 100,0 |

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

**Reliability Statistics**

|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| ,892 | 10 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-  Total Correlation | Cronbach's  Alpha if Item Deleted |
| x1 | 33,1667 | 33,040 | ,558 | ,887 |
| x2 | 33,6000 | 32,593 | ,508 | ,889 |
| x3 | 33,0667 | 30,754 | ,608 | ,883 |
| x4 | 33,1333 | 28,189 | ,823 | ,867 |
| x5 | 33,6333 | 28,516 | ,697 | ,877 |
| x6 | 33,1333 | 28,189 | ,823 | ,867 |
| x7 | 33,6000 | 32,593 | ,508 | ,889 |
| x8 | 33,4000 | 30,248 | ,571 | ,887 |
| x9 | 33,7333 | 31,789 | ,673 | ,881 |
| x10 | 33,7333 | 30,340 | ,599 | ,884 |

# TABULASI DATA PEMBANDING SAMPEL 30

### VARIABEL INSENTIF (X2)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | VARIABEL INDEPENDEN INSENTIF (X2) | | | | | | | | | | **Σ** |
| BUTIR PERNYATAAN | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | | | | | | | | | |
| 1 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | **34** |
| 2 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **33** |
| 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | **41** |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | **45** |
| 5 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 2 | **38** |
| 6 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 2 | **40** |
| 7 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 5 | 3 | **35** |
| 8 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 2 | **24** |
| 9 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | **34** |
| 10 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 2 | **39** |
| 11 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | **34** |
| 12 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | **35** |
| 13 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 2 | 3 | 4 | **35** |
| 14 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **29** |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | **42** |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | **45** |
| 17 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | **31** |
| 18 | 3 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 3 | **29** |
| 19 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | **38** |
| 20 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | **42** |
| 21 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | **46** |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | **46** |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | **50** |
| 24 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | **32** |
| 25 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 3 | **38** |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | **43** |
| 27 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | **40** |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | **44** |
| 29 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | **34** |
| 30 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | **39** |

NEW FILE.

DATASET NAME DataSet1 WINDOW=FRONT. CORRELATIONS

/VARIABLES=x1 x2 x3 x4 x5 x6 x7 x8 x9 x10 Total

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

#### Correlations

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | x1 | x2 | x3 | x4 | x5 | x6 | x7 | x8 | x9 | x10 | Total |
| Pearson | 1  30  ,181  ,337  30  ,425\*  ,019  30  ,482\*\*  ,007  30  ,249  ,184  30  ,406\*  ,026  30  ,181  ,337  30  ,417\*  ,022  30 | ,181  ,337  30  1  30  ,190  ,314  30  ,255  ,173  30  ,214  ,255  30  ,224  ,234  30  1,000\*\*  ,000  30  ,111  ,561  30 | ,425\*  ,019  30  ,190  ,314  30  1  30  ,623\*\*  ,000  30  ,350  ,058  30  ,556\*\*  ,001  30  ,190  ,314  30  ,346  ,061  30 | ,482\*\*  ,007  30  ,255  ,173  30  ,623\*\*  ,000  30  1  30  ,637\*\*  ,000  30  ,974\*\*  ,000  30  ,255  ,173  30  ,651\*\*  ,000  30 | ,249  ,184  30  ,214  ,255  30  ,350  ,058  30  ,637\*\*  ,000  30  1  30  ,626\*\*  ,000  30  ,214  ,255  30  ,591\*\*  ,001  30 | ,406\*  ,026  30  ,224  ,234  30  ,556\*\*  ,001  30  ,974\*\*  ,000  30  ,626\*\*  ,000  30  1  30  ,224  ,234  30  ,666\*\*  ,000  30 | ,181  ,337  30  1,000\*\*  ,000  30  ,190  ,314  30  ,255  ,173  30  ,214  ,255  30  ,224  ,234  30  1  30  ,111  ,561  30 | ,417\*  ,022  30  ,111  ,561  30  ,346  ,061  30  ,651\*\*  ,000  30  ,591\*\*  ,001  30  ,666\*\*  ,000  30  ,111  ,561  30  1  30 | ,578\*\*  ,001  30  ,542\*\*  ,002  30  ,353  ,056  30  ,334  ,071  30  ,357  ,053  30  ,281  ,133  30  ,542\*\*  ,002  30  ,244  ,193  30 | ,107  ,572  30  ,317  ,088  30  ,471\*\*  ,009  30  ,461\*  ,010  30  ,417\*  ,022  30  ,433\*  ,017  30  ,317  ,088  30  ,290  ,121  30 | ,599\*\*  ,000  30  ,569\*\*  ,001  30  ,670\*\*  ,000  30  ,865\*\*  ,000  30  ,707\*\*  ,000  30  ,825\*\*  ,000  30  ,569\*\*  ,001  30  ,677\*\*  ,000  30 |
| Correlation |
| x1 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x2 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x3 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x4 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x5 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x6 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x7 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| x8 |
| Sig. (2-tailed) |
| N |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pearson | ,578\*\*  ,001  30  ,107  ,572  30  ,599\*\*  ,000  30 | ,542\*\*  ,002  30  ,317  ,088  30  ,569\*\*  ,001  30 | ,353  ,056  30  ,471\*\*  ,009  30  ,670\*\*  ,000  30 | ,334  ,071  30  ,461\*  ,010  30  ,865\*\*  ,000  30 | ,357  ,053  30  ,417\*  ,022  30  ,707\*\*  ,000  30 | ,281  ,133  30  ,433\*  ,017  30  ,825\*\*  ,000  30 | ,542\*\*  ,002  30  ,317  ,088  30  ,569\*\*  ,001  30 | ,244  ,193  30  ,290  ,121  30  ,677\*\*  ,000  30 | 1  30  ,238  ,205  30  ,644\*\*  ,000  30 | ,238  ,205  30  1  30  ,594\*\*  ,001  30 | ,644\*\*  ,000  30  ,594\*\*  ,001  30  1  30 |
|  | Correlation |
| x9 |  |
|  | Sig. (2-tailed) |
|  | N |
|  | Pearson |
|  | Correlation |
| x10 |  |
|  | Sig. (2-tailed) |
|  | N |
|  | Pearson |
|  | Correlation |
| Total |  |
|  | Sig. (2-tailed) |
|  | N |

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

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

RELIABILITY

/VARIABLES=x1 x2 x3 x4 x5 x6 x7 x8 x9 x10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

#### Reliability

**Scale: ALL VARIABLES**

**Case Processing Summary**

**Reliability Statistics**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
|  | Valid | 30 | 100,0 |
| Cases | Excludeda | 0 | ,0 |
|  | Total | 30 | 100,0 |

|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| ,869 | 10 |

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

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total  Correlation | Cronbach's Alpha if Item  Deleted |
| x1 | 33,7667 | 30,392 | ,493 | ,864 |
| x2 | 34,1667 | 31,040 | ,468 | ,865 |
| x3 | 33,7667 | 29,909 | ,583 | ,857 |
| x4 | 33,8000 | 25,959 | ,807 | ,836 |
| x5 | 34,2667 | 28,823 | ,614 | ,854 |
| x6 | 33,7333 | 27,306 | ,762 | ,841 |
| x7 | 34,1667 | 31,040 | ,468 | ,865 |
| x8 | 34,1000 | 29,334 | ,581 | ,857 |
| x9 | 34,3000 | 30,217 | ,553 | ,859 |
| x10 | 34,4333 | 30,737 | ,495 | ,863 |

# TABULASI DATA PEMBANDING SAMPEL 30

### VARIABEL KINERJA (Y)

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | VARIABEL DEPENDEN KINERJA (Y) | | | | | | | | | | **Σ** |
| BUTIR PERNYATAAN | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | | | | | | | | | |
| 1 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 43 |
| 2 | 3 | 3 | 5 | 3 | 5 | 2 | 5 | 5 | 5 | 3 | 39 |
| 3 | 5 | 5 | 3 | 4 | 4 | 2 | 5 | 4 | 3 | 5 | 40 |
| 4 | 2 | 3 | 4 | 3 | 5 | 3 | 4 | 3 | 4 | 4 | 35 |
| 5 | 3 | 3 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 2 | 26 |
| 6 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 37 |
| 7 | 3 | 5 | 4 | 3 | 4 | 2 | 4 | 3 | 4 | 4 | 36 |
| 8 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 9 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 4 | 34 |
| 10 | 3 | 3 | 5 | 2 | 3 | 4 | 3 | 5 | 5 | 3 | 36 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| 12 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 39 |
| 13 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 45 |
| 14 | 2 | 3 | 3 | 2 | 3 | 4 | 3 | 2 | 3 | 2 | 27 |
| 15 | 2 | 3 | 4 | 2 | 3 | 3 | 4 | 5 | 4 | 2 | 32 |
| 16 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 32 |
| 17 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 4 | 3 | 4 | 41 |
| 18 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 44 |
| 19 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 21 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| 22 | 3 | 5 | 3 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 32 |
| 23 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 24 | 3 | 5 | 3 | 5 | 3 | 4 | 4 | 2 | 3 | 4 | 36 |
| 25 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 43 |
| 26 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 2 | 3 | 3 | 31 |
| 27 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 28 | 4 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 3 | 34 |
| 29 | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 3 | 36 |
| 30 | 2 | 3 | 3 | 3 | 4 | 2 | 4 | 2 | 3 | 4 | 30 |

NEW FILE.

DATASET NAME DataSet2 WINDOW=FRONT. CORRELATIONS

/VARIABLES=y1 y2 y3 y4 y5 y6 y7 y8 y9 y10 Total

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

#### Correlations

**Correlations**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | y1 | y2 | y3 | y4 | y5 | y6 | y7 | y8 | y9 | y10 | Total |
| Pearson | 1  30  ,673\*\*  ,000  30  ,257  ,170  30  ,604\*\*  ,000  30  ,340  ,066  30  ,403\*  ,027  30  ,505\*\*  ,004  30  ,435\*  ,016  30 | ,673\*\*  ,000  30  1  30  ,214  ,257  30  ,635\*\*  ,000  30  ,275  ,141  30  ,462\*  ,010  30  ,386\*  ,035  30  ,024  ,901  30 | ,257  ,170  30  ,214  ,257  30  1  30  ,015  ,938  30  ,587\*\*  ,001  30  ,289  ,121  30  ,295  ,113  30  ,527\*\*  ,003  30 | ,604\*\*  ,000  30  ,635\*\*  ,000  30  ,015  ,938  30  1  30  ,280  ,134  30  ,391\*  ,033  30  ,412\*  ,024  30  ,042  ,824  30 | ,340  ,066  30  ,275  ,141  30  ,587\*\*  ,001  30  ,280  ,134  30  1  30  ,171  ,366  30  ,643\*\*  ,000  30  ,420\*  ,021  30 | ,403\*  ,027  30  ,462\*  ,010  30  ,289  ,121  30  ,391\*  ,033  30  ,171  ,366  30  1  30  ,079  ,677  30  ,241  ,199  30 | ,505\*\*  ,004  30  ,386\*  ,035  30  ,295  ,113  30  ,412\*  ,024  30  ,643\*\*  ,000  30  ,079  ,677  30  1  30  ,349  ,059  30 | ,435\*  ,016  30  ,024  ,901  30  ,527\*\*  ,003  30  ,042  ,824  30  ,420\*  ,021  30  ,241  ,199  30  ,349  ,059  30  1  30 | ,257  ,170  30  ,214  ,257  30  1,000\*\*  ,000  30  ,015  ,938  30  ,587\*\*  ,001  30  ,289  ,121  30  ,295  ,113  30  ,527\*\*  ,003  30 | ,703\*\*  ,000  30  ,590\*\*  ,001  30  ,299  ,108  30  ,648\*\*  ,000  30  ,664\*\*  ,000  30  ,275  ,141  30  ,524\*\*  ,003  30  ,250  ,182  30 | ,793\*\*  ,000  30  ,676\*\*  ,000  30  ,655\*\*  ,000  30  ,615\*\*  ,000  30  ,716\*\*  ,000  30  ,554\*\*  ,001  30  ,648\*\*  ,000  30  ,589\*\*  ,001  30 |
| Correlation |
| y1 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y2 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y3 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y4 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y5 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y6 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y7 |
| Sig. (2-tailed) |
| N |
| Pearson |
| Correlation |
| y8 |
| Sig. (2-tailed) |
| N |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Pearson | ,257  ,170  30  ,703\*\*  ,000  30  ,793\*\*  ,000  30 | ,214  ,257  30  ,590\*\*  ,001  30  ,676\*\*  ,000  30 | 1,000\*  \*  ,000  30  ,299  ,108  30  ,655\*\*  ,000  30 | ,015  ,938  30  ,648\*\*  ,000  30  ,615\*\*  ,000  30 | ,587\*\*  ,001  30  ,664\*\*  ,000  30  ,716\*\*  ,000  30 | ,289  ,121  30  ,275  ,141  30  ,554\*\*  ,001  30 | ,295  ,113  30  ,524\*\*  ,003  30  ,648\*\*  ,000  30 | ,527\*\*  ,003  30  ,250  ,182  30  ,589\*\*  ,001  30 | 1  30  ,299  ,108  30  ,655\*\*  ,000  30 | ,299  ,108  30  1  30  ,782\*\*  ,000  30 | ,655\*\*  ,000  30  ,782\*\*  ,000  30  1  30 |
|  | Correlation |
| y9 |  |
|  | Sig. (2-tailed) |
|  | N |
|  | Pearson |
|  | Correlation |
| y10 |  |
|  | Sig. (2-tailed) |
|  | N |
|  | Pearson |
|  | Correlation |
| Total |  |
|  | Sig. (2-tailed) |
|  | N |

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

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

RELIABILITY

/VARIABLES=y1 y2 y3 y4 y5 y6 y7 y8 y9 y10

/SCALE('ALL VARIABLES') ALL

/MODEL=ALPHA

/SUMMARY=TOTAL.

#### Reliability

**Scale: ALL VARIABLES**

**Case Processing Summary**

**Reliability Statistics**

|  |  |  |  |
| --- | --- | --- | --- |
|  | | N | % |
|  | Valid | 30 | 100,0 |
| Cases | Excludeda | 0 | ,0 |
|  | Total | 30 | 100,0 |

|  |  |
| --- | --- |
| Cronbach's  Alpha | N of Items |
| ,856 | 10 |

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

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item- Total  Correlation | Cronbach's Alpha if Item  Deleted |
| y1 | 33,2000 | 26,303 | ,717 | ,828 |
| y2 | 32,6667 | 27,816 | ,572 | ,842 |
| y3 | 33,1000 | 28,852 | ,564 | ,843 |
| y4 | 33,0667 | 28,409 | ,497 | ,849 |
| y5 | 33,1333 | 28,533 | ,642 | ,837 |
| y6 | 33,3667 | 29,413 | ,436 | ,853 |
| y7 | 32,7667 | 29,771 | ,574 | ,844 |
| y8 | 33,1000 | 27,886 | ,440 | ,858 |
| y9 | 33,1000 | 28,852 | ,564 | ,843 |
| y10 | 33,1000 | 27,334 | ,714 | ,830 |

Lampiran 3

**TABULASI DATA 40 RESPONDEN VARIABEL MOTIVASI (**𝐗𝟏**)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | VARIABEL INDEPENDEN MOTIVASI (X1) | | | | | | | | | | **Σ** |
| BUTIR PERNYATAAN | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | | | | | | | | | |
| 1 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 2 | 3 | 34 |
| 2 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 3 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 5 | 3 | 3 | 41 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 5 | 5 | 5 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 2 | 38 |
| 6 | 5 | 3 | 4 | 5 | 5 | 5 | 3 | 4 | 4 | 2 | 40 |
| 7 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 5 | 3 | 35 |
| 8 | 2 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 | 25 |
| 9 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 34 |
| 10 | 5 | 4 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 2 | 39 |
| 11 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 34 |
| 12 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 35 |
| 13 | 3 | 5 | 4 | 3 | 3 | 3 | 5 | 2 | 3 | 4 | 35 |
| 14 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 15 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 42 |
| 16 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 45 |
| 17 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 4 | 31 |
| 18 | 3 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 2 | 26 |
| 19 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | 38 |
| 20 | 5 | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 42 |
| 21 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 46 |
| 22 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 46 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 25 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 3 | 38 |
| 26 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 43 |
| 27 | 4 | 3 | 5 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 40 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 29 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 34 |
| 30 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 2 | 36 |
| 32 | 4 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 3 | 4 | 38 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 33 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 2 | 31 |
| 34 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 31 |
| 35 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 30 |
| 36 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 5 | 3 | 2 | 35 |
| 37 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 34 |
| 38 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 2 | 32 |
| 39 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 32 |
| 40 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 | 4 | 4 | 35 |

**TABULASI DATA 40 RESPONDEN VARIABEL INSENTIF (**𝐗𝟐**)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | VARIABEL INDEPENDEN INSENTIF (X2) | | | | | | | | | | **Σ** |
| BUTIR PERNYATAAN | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | | | | | | | | | |
| 1 | 5 | 4 | 4 | 2 | 4 | 3 | 3 | 4 | 3 | 5 | 37 |
| 2 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 5 | 34 |
| 3 | 5 | 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 5 | 39 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 42 |
| 5 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 5 | 38 |
| 6 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 4 | 3 | 4 | 39 |
| 7 | 4 | 3 | 3 | 5 | 4 | 2 | 4 | 2 | 3 | 3 | 33 |
| 8 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 25 |
| 9 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 41 |
| 11 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 37 |
| 12 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 38 |
| 13 | 3 | 4 | 5 | 3 | 4 | 2 | 3 | 3 | 4 | 4 | 35 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 15 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 39 |
| 16 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 40 |
| 17 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 2 | 26 |
| 18 | 4 | 4 | 2 | 3 | 4 | 2 | 2 | 2 | 3 | 4 | 30 |
| 19 | 3 | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 2 | 5 | 35 |
| 20 | 5 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 40 |
| 21 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 42 |
| 22 | 5 | 4 | 3 | 5 | 4 | 4 | 3 | 5 | 3 | 5 | 41 |
| 23 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 5 | 41 |
| 24 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 35 |
| 25 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 34 |
| 26 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 27 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 5 | 37 |
| 28 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 42 |
| 29 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 26 |
| 30 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 38 |
| 31 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 35 |
| 32 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 33 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 36 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 35 | 4 | 4 | 4 | 2 | 3 | 3 | 3 | 3 | 3 | 4 | 33 |
| 36 | 3 | 5 | 4 | 3 | 3 | 2 | 3 | 3 | 2 | 5 | 33 |
| 37 | 4 | 4 | 5 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 37 |
| 38 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 4 | 32 |
| 39 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 32 |
| 40 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 4 | 4 | 36 |

**TABULASI DATA 40 RESPONDEN VARIABEL KINERJA (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Nomor Responden | VARIABEL DEPENDEN KINERJA (Y) | | | | | | | | | | **Σ** |
| BUTIR PERNYATAAN | | | | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|  | | | | | | | | | |
| 1 | 4 | 3 | 5 | 3 | 4 | 2 | 3 | 2 | 4 | 2 | 32 |
| 2 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 33 |
| 3 | 5 | 3 | 4 | 3 | 4 | 3 | 3 | 2 | 5 | 4 | 36 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 40 |
| 5 | 5 | 2 | 3 | 3 | 4 | 3 | 2 | 5 | 4 | 4 | 35 |
| 6 | 5 | 2 | 4 | 3 | 5 | 4 | 2 | 3 | 4 | 4 | 36 |
| 7 | 4 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 4 | 4 | 36 |
| 8 | 3 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 23 |
| 9 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 34 |
| 10 | 4 | 2 | 3 | 4 | 5 | 4 | 2 | 3 | 4 | 4 | 35 |
| 11 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 36 |
| 12 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 38 |
| 13 | 3 | 2 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 3 | 34 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 15 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 40 |
| 16 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 17 | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 4 | 4 | 29 |
| 18 | 4 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 3 | 27 |
| 19 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 35 |
| 20 | 5 | 2 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 39 |
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 41 |
| 22 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 41 |
| 23 | 5 | 2 | 4 | 3 | 5 | 4 | 3 | 5 | 4 | 3 | 38 |
| 24 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 4 | 33 |
| 25 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 35 |
| 26 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 41 |
| 27 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 39 |
| 28 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 29 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 5 | 4 | 30 |
| 30 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 31 | 4 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 4 | 4 | 32 |
| 32 | 4 | 4 | 5 | 3 | 2 | 3 | 4 | 4 | 4 | 4 | 37 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 33 | 4 | 2 | 3 | 4 | 3 | 4 | 2 | 5 | 4 | 4 | 35 |
| 34 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 35 | 4 | 3 | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 32 |
| 36 | 3 | 2 | 2 | 3 | 5 | 3 | 2 | 2 | 4 | 4 | 30 |
| 37 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 37 |
| 38 | 4 | 2 | 4 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 31 |
| 39 | 4 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 31 |
| 40 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 38 |

Lampiran 4

## HASIL UJI REGRESI DENGAN SPSS VERSI 20.0

NEW FILE.

DATASET NAME DataSet10 WINDOW=FRONT. REGRESSION

/DESCRIPTIVES MEAN STDDEV CORR SIG N

/MISSING LISTWISE

/STATISTICS COEFF OUTS R ANOVA COLLIN TOL CHANGE ZPP

/CRITERIA=PIN(.05) POUT(.10)

/NOORIGIN

/DEPENDENT Kinerja

/METHOD=ENTER Motivasi Insentif

/SCATTERPLOT=(\*ZPRED ,\*SRESID)

/RESIDUALS HISTOGRAM(ZRESID) NORMPROB(ZRESID).

#### Regression

**Descriptive Statistics**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Mean | Std. Deviation | N |
| Kinerja | 34,9750 | 4,30556 | 40 |
| Motivasi | 36,6750 | 5,72618 | 40 |
| Insentif | 35,6500 | 4,57165 | 40 |

**Correlations**

|  |  |  |  |
| --- | --- | --- | --- |
|  | Kinerja | Motivasi | Insentif |
| Kinerja | 1,000 | ,854 | ,851 |
| Pearson Correlation Motivasi | ,854 | 1,000 | ,806 |
| Insentif | ,851 | ,806 | 1,000 |
| Kinerja | . | ,000 | ,000 |
| Sig. (1-tailed) Motivasi | ,000 | . | ,000 |
| Insentif | ,000 | ,000 | . |
| Kinerja | 40 | 40 | 40 |
| N Motivasi | 40 | 40 | 40 |
| Insentif | 40 | 40 | 40 |

**Variables Entered/Removeda**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | Variables  Entered | Variables  Removed | Method |
| 1 | Insentif,  Motivasib | . | Enter |

1. Dependent Variable: Kinerja
2. All requested variables entered.

**Model Summaryb**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics | | | | |
| R Square  Change | F  Change | df1 | df2 | Sig. F  Change |
| 1 | ,897a | ,805 | ,794 | 1,95185 | ,805 | 76,385 | 2 | 37 | ,000 |

* 1. Predictors: (Constant), Insentif, Motivasi
  2. Dependent Variable: Kinerja

**ANOVAa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|  | Regression | 582,015 | 2 | 291,008 | 76,385 | ,000b |
| 1 | Residual | 140,960 | 37 | 3,810 |  |  |
|  | Total | 722,975 | 39 |  |  |  |

* + 1. Dependent Variable: Kinerja
    2. Predictors: (Constant), Insentif, Motivasi

**Coefficientsa**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | Unstandardized  Coefficients | | Standardized  Coefficients | t | Sig. | Correlations | | | Collinearity  Statistics | |
| B | Std.  Error | Beta | Zero-  order | Partial | Part | Tolerance | VIF |
| (Constant) | 6,134 | 2,458 |  | 2,496 | ,017 |  |  |  |  |  |
| 1 Motivasi | ,359 | ,092 | ,477 | 3,896 | ,000 | ,854 | ,539 | ,283 | ,351 | 2,849 |
| Insentif | ,440 | ,115 | ,467 | 3,811 | ,001 | ,851 | ,531 | ,277 | ,351 | 2,849 |

a. Dependent Variable: Kinerja

**Collinearity Diagnosticsa**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
| (Constant) | Motivasi | Insentif |
| 1 | | 2,984 | 1,000 | ,00 | ,00 | ,00 |
| 1 2 | | ,012 | 15,592 | ,80 | ,22 | ,02 |
| 3 | | ,004 | 29,155 | ,20 | ,78 | ,98 |

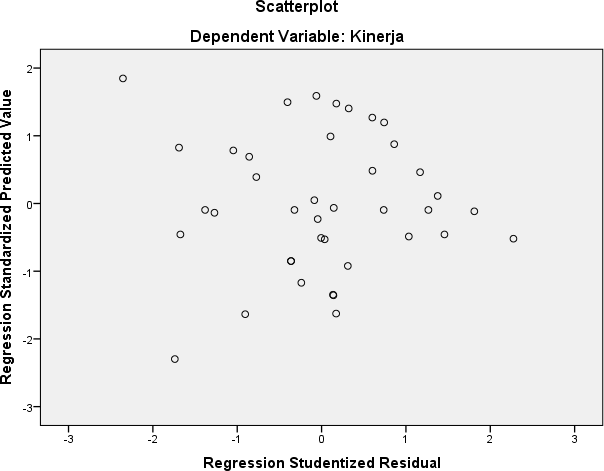
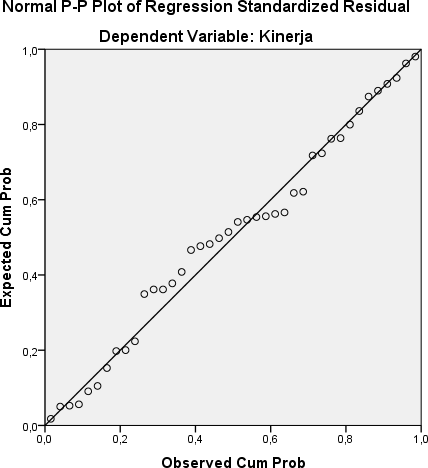
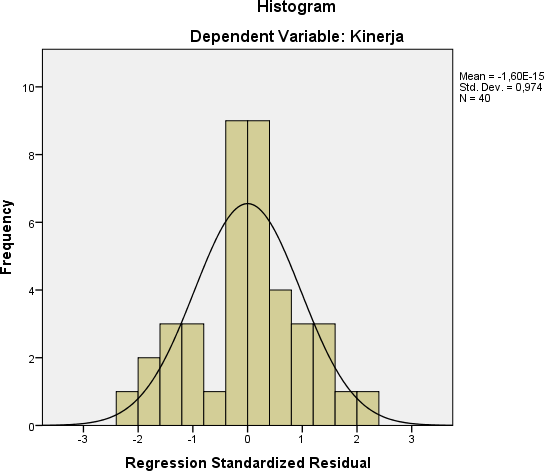
a. Dependent Variable: Kinerja

**Residuals Statisticsa**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 26,1010 | 42,1105 | 34,9750 | 3,86309 | 40 |
| Std. Predicted Value | -2,297 | 1,847 | ,000 | 1,000 | 40 |
| Standard Error of Predicted  Value | ,312 | ,977 | ,511 | ,160 | 40 |
| Adjusted Predicted Value | 26,7186 | 43,1387 | 34,9868 | 3,89253 | 40 |
| Residual | -4,11053 | 4,03400 | ,00000 | 1,90115 | 40 |
| Std. Residual | -2,106 | 2,067 | ,000 | ,974 | 40 |
| Stud. Residual | -2,355 | 2,274 | -,003 | 1,025 | 40 |
| Deleted Residual | -5,13870 | 4,88453 | -,01185 | 2,11183 | 40 |
| Stud. Deleted Residual | -2,519 | 2,419 | -,005 | 1,054 | 40 |
| Mahal. Distance | ,020 | 8,788 | 1,950 | 2,011 | 40 |
| Cook's Distance | ,000 | ,462 | ,039 | ,094 | 40 |
| Centered Leverage Value | ,001 | ,225 | ,050 | ,052 | 40 |

a. Dependent Variable: Kinerja

#### Charts



Lampiran 5

## HASIL JAWABAN RESPONDEN

### Variabel Motivasi (𝑋1)

**Pernyataan1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 7 | 17,5 | 17,5 | 22,5 |
| Valid 4,00 | 21 | 52,5 | 52,5 | 75,0 |
| 5,00 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan2**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 1 | 2,5 | 2,5 | 2,5 |
| 3,00 | 21 | 52,5 | 52,5 | 55,0 |
| Valid 4,00 | 13 | 32,5 | 32,5 | 87,5 |
| 5,00 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan3**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 6 | 15,0 | 15,0 | 20,0 |
| Valid 4,00 | 22 | 55,0 | 55,0 | 75,0 |
| 5,00 | 10 | 25,0 | 25,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan4**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 15 | 37,5 | 37,5 | 42,5 |
| Valid 4,00 | 8 | 20,0 | 20,0 | 62,5 |
| 5,00 | 15 | 37,5 | 37,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan5**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 6 | 15,0 | 15,0 | 15,0 |
| 3,00 | 18 | 45,0 | 45,0 | 60,0 |
| Valid 4,00 | 9 | 22,5 | 22,5 | 82,5 |
| 5,00 | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan6**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 1 | 2,5 | 2,5 | 2,5 |
| 3,00 | 16 | 40,0 | 40,0 | 42,5 |
| Valid 4,00 | 8 | 20,0 | 20,0 | 62,5 |
| 5,00 | 15 | 37,5 | 37,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan7**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 1 | 2,5 | 2,5 | 2,5 |
| 3,00 | 21 | 52,5 | 52,5 | 55,0 |
| Valid 4,00 | 13 | 32,5 | 32,5 | 87,5 |
| 5,00 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan8**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 3 | 7,5 | 7,5 | 7,5 |
| 3,00 | 16 | 40,0 | 40,0 | 47,5 |
| Valid 4,00 | 12 | 30,0 | 30,0 | 77,5 |
| 5,00 | 9 | 22,5 | 22,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan9**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 3 | 7,5 | 7,5 | 7,5 |
| 3,00 | 21 | 52,5 | 52,5 | 60,0 |
| Valid 4,00 | 12 | 30,0 | 30,0 | 90,0 |
| 5,00 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan10**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 8 | 20,0 | 20,0 | 20,0 |
| 3,00 | 16 | 40,0 | 40,0 | 60,0 |
| Valid 4,00 | 14 | 35,0 | 35,0 | 95,0 |
| 5,00 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

### Variabel Insentif (𝑋2)

**Pernyataan1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 10 | 25,0 | 25,0 | 30,0 |
| Valid 4,00 | 20 | 50,0 | 50,0 | 80,0 |
| 5,00 | 8 | 20,0 | 20,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan2**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 5 | 12,5 | 12,5 | 17,5 |
| Valid 4,00 | 25 | 62,5 | 62,5 | 80,0 |
| 5,00 | 8 | 20,0 | 20,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan3**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 3 | 7,5 | 7,5 | 7,5 |
| 3,00 | 14 | 35,0 | 35,0 | 42,5 |
| Valid 4,00 | 18 | 45,0 | 45,0 | 87,5 |
| 5,00 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan4**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 3 | 7,5 | 7,5 | 7,5 |
| 3,00 | 21 | 52,5 | 52,5 | 60,0 |
| Valid 4,00 | 12 | 30,0 | 30,0 | 90,0 |
| 5,00 | 4 | 10,0 | 10,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan5**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 1 | 2,5 | 2,5 | 2,5 |
| 3,00  Valid 4,00 | 21  18 | 52,5  45,0 | 52,5  45,0 | 55,0  100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan6**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 6 | 15,0 | 15,0 | 15,0 |
| 3,00 | 16 | 40,0 | 40,0 | 55,0 |
| Valid 4,00 | 16 | 40,0 | 40,0 | 95,0 |
| 5,00 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan7**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 4 | 10,0 | 10,0 | 10,0 |
| 3,00 | 17 | 42,5 | 42,5 | 52,5 |
| Valid 4,00 | 16 | 40,0 | 40,0 | 92,5 |
| 5,00 | 3 | 7,5 | 7,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan8**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 5 | 12,5 | 12,5 | 12,5 |
| 3,00 | 20 | 50,0 | 50,0 | 62,5 |
| Valid 4,00 | 13 | 32,5 | 32,5 | 95,0 |
| 5,00 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan9**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 5 | 12,5 | 12,5 | 12,5 |
| 3,00  Valid 4,00 | 24  11 | 60,0  27,5 | 60,0  27,5 | 72,5  100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan10**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 3 | 7,5 | 7,5 | 7,5 |
| 3,00 | 4 | 10,0 | 10,0 | 17,5 |
| Valid 4,00 | 19 | 47,5 | 47,5 | 65,0 |
| 5,00 | 14 | 35,0 | 35,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

### Variabel Kinerja (Y)

**Pernyataan1**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 11 | 27,5 | 27,5 | 32,5 |
| Valid 4,00 | 20 | 50,0 | 50,0 | 82,5 |
| 5,00 | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan2**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 13 | 32,5 | 32,5 | 32,5 |
| 3,00  Valid 4,00 | 16  11 | 40,0  27,5 | 40,0  27,5 | 72,5  100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan3**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 15 | 37,5 | 37,5 | 42,5 |
| Valid 4,00 | 14 | 35,0 | 35,0 | 77,5 |
| 5,00 | 9 | 22,5 | 22,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan4**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 4 | 10,0 | 10,0 | 10,0 |
| 3,00  Valid 4,00 | 20  16 | 50,0  40,0 | 50,0  40,0 | 60,0  100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan5**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 4 | 10,0 | 10,0 | 10,0 |
| 3,00 | 10 | 25,0 | 25,0 | 35,0 |
| Valid 4,00 | 19 | 47,5 | 47,5 | 82,5 |
| 5,00 | 7 | 17,5 | 17,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan6**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 3 | 7,5 | 7,5 | 7,5 |
| 3,00 | 22 | 55,0 | 55,0 | 62,5 |
| Valid 4,00 | 14 | 35,0 | 35,0 | 97,5 |
| 5,00 | 1 | 2,5 | 2,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan7**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 9 | 22,5 | 22,5 | 22,5 |
| 3,00  Valid 4,00 | 17  14 | 42,5  35,0 | 42,5  35,0 | 65,0  100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan8**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 6 | 15,0 | 15,0 | 15,0 |
| 3,00 | 18 | 45,0 | 45,0 | 60,0 |
| Valid 4,00 | 11 | 27,5 | 27,5 | 87,5 |
| 5,00 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan9**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative Percent |
| 2,00 | 1 | 2,5 | 2,5 | 2,5 |
| 3,00 | 8 | 20,0 | 20,0 | 22,5 |
| Valid 4,00 | 26 | 65,0 | 65,0 | 87,5 |
| 5,00 | 5 | 12,5 | 12,5 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan10**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | Cumulative  Percent |
| 2,00 | 2 | 5,0 | 5,0 | 5,0 |
| 3,00 | 8 | 20,0 | 20,0 | 25,0 |
| Valid 4,00 | 28 | 70,0 | 70,0 | 95,0 |
| 5,00 | 2 | 5,0 | 5,0 | 100,0 |
| Total | 40 | 100,0 | 100,0 |  |