**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 untukmengembangkan karir |  |  |  |  |  |
| 2 | Karyawan memiliki kesempatan untuk mengikutipelatihan untuk menunjang prestasi |  |  |  |  |  |
| 3 | Dalam mengerjakan pekerjaan setiap karyawan ingin mendapat pengakuan terhadap pekerjaannyadari lingkungan kerjanya |  |  |  |  |  |
| 4 | Pengakuan dari rekan kerja mampu meningkatkanprestasi kerja |  |  |  |  |  |
| 5 | Saya berminat pada pekerjaan yang lain demi pengembangan diri dan potensi saya |  |  |  |  |  |
| 6 | Saya berminat bekerja di tempat yang lain jikagaji yang saya terima lebih tinggi |  |  |  |  |  |
| 7 | Dalam menyelesaikan pekerjaan karyawan selalu mempunyai metode sendiri dan wewenang yang bisadipertanggung jawabkan |  |  |  |  |  |
| 8 | Karyawan memiliki kewenangan dan tanggungjawabterhadap keberhasilan perusahaan. |  |  |  |  |  |
| 9 | Karyawan bertanggungjawab atas kemajuanperusahaan |  |  |  |  |  |
| 10 | Kemajuan perusahaan ditentukan dari prestasikerja 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 mencapaikinerja yang diharapkan |  |  |  |  |  |
| 2 | Menurut saya, pemberian komisi yang diterapkanmanajemen perusahaan cukup adil |  |  |  |  |  |
| 3 | Saya menerima tunjangan yang sesuai dengantanggung jawab pekerjaan saya |  |  |  |  |  |
| 4 | Saya selalu menerima konpensasi atastanggungjawab saya terhadap pekerjaan |  |  |  |  |  |
| 5 | Pemberian penghargaan dilakukan secara obyektifsesuai penilaian kinerja karyawan oleh manajer. |  |  |  |  |  |
| 6 | Perusahaan sering memberikan penghargaan danpujian pada karyawan. |  |  |  |  |  |
| 7 | Perusahaan menyediakan insentif pengembangankarir bagi karyawan teladan |  |  |  |  |  |
| 8 | Menurut saya, masyarakat memberi apresiasi yangbaik terhadap keberadaan perusahaan |  |  |  |  |  |
| 9 | Saya merasakan pimpinan sudah memberikan apresiasiterhadap hasil kerja karyawan |  |  |  |  |  |
| 10 | Saya merasakan lingkungan kerja yang kondusif yangdapat 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 yangditetapkan perusahaan |  |  |  |  |  |
| 2 | Saya berupaya menjadi individu yang selalu berusahauntuk meningkatkan kualitas kinerja |  |  |  |  |  |
| 3 | Saya memiliki pengetahuan atas pekerjaan yang sayalakukan. |  |  |  |  |  |
| 4 | Saya dapat menyelesaikan pekerjaan lebih dari yangditargetkan. |  |  |  |  |  |
| 5 | Saya selalu taat kepada peraturan yang ditetapkan olehperusahaan dan tidak pernah sekalipun melanggarnya |  |  |  |  |  |
| 6 | Saya selalu melakukan sesuatu hal yang baik dalam pekerjaan saya sesuai dengan inisiatif sayasendiri sebelum disuruh atasan |  |  |  |  |  |
| 7 | Saya tidak sering membuat kesalahan dalammenjalankan tugas saya |  |  |  |  |  |
| 8 | Saya merasa nyaman dengan gaya kepemimpinanatasan saya |  |  |  |  |  |
| 9 | Dalam bekerja saya tidak pernah berbohongsekalipun |  |  |  |  |  |
| 10 | Dalam bidang pekerjaan saya tidak dituntut soalkreativitas |  |  |  |  |  |

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 |
| PearsonCorrelationx1 Sig. (2-tailed) NPearsonx2 Correlation Sig. (2-tailed)NPearsonx3 Correlation Sig. (2-tailed)NPearsonx4 Correlation Sig. (2-tailed)NPearsonx5 Correlation Sig. (2-tailed)NPearsonx6 Correlation Sig. (2-tailed)NPearsonx7 Correlation Sig. (2-tailed)NPearsonx8 Correlation Sig. (2-tailed)NPearsonx9 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 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Pearsonx10 CorrelationSig. (2-tailed)NPearson CorrelationTotal 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'sAlpha | N of Items |
| ,892 | 10 |

**Item-Total Statistics**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach'sAlpha 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 | 130,181,33730,425\*,01930,482\*\*,00730,249,18430,406\*,02630,181,33730,417\*,02230 | ,181,33730130,190,31430,255,17330,214,25530,224,234301,000\*\*,00030,111,56130 | ,425\*,01930,190,31430130,623\*\*,00030,350,05830,556\*\*,00130,190,31430,346,06130 | ,482\*\*,00730,255,17330,623\*\*,00030130,637\*\*,00030,974\*\*,00030,255,17330,651\*\*,00030 | ,249,18430,214,25530,350,05830,637\*\*,00030130,626\*\*,00030,214,25530,591\*\*,00130 | ,406\*,02630,224,23430,556\*\*,00130,974\*\*,00030,626\*\*,00030130,224,23430,666\*\*,00030 | ,181,337301,000\*\*,00030,190,31430,255,17330,214,25530,224,23430130,111,56130 | ,417\*,02230,111,56130,346,06130,651\*\*,00030,591\*\*,00130,666\*\*,00030,111,56130130 | ,578\*\*,00130,542\*\*,00230,353,05630,334,07130,357,05330,281,13330,542\*\*,00230,244,19330 | ,107,57230,317,08830,471\*\*,00930,461\*,01030,417\*,02230,433\*,01730,317,08830,290,12130 | ,599\*\*,00030,569\*\*,00130,670\*\*,00030,865\*\*,00030,707\*\*,00030,825\*\*,00030,569\*\*,00130,677\*\*,00030 |
| 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\*\*,00130,107,57230,599\*\*,00030 | ,542\*\*,00230,317,08830,569\*\*,00130 | ,353,05630,471\*\*,00930,670\*\*,00030 | ,334,07130,461\*,01030,865\*\*,00030 | ,357,05330,417\*,02230,707\*\*,00030 | ,281,13330,433\*,01730,825\*\*,00030 | ,542\*\*,00230,317,08830,569\*\*,00130 | ,244,19330,290,12130,677\*\*,00030 | 130,238,20530,644\*\*,00030 | ,238,20530130,594\*\*,00130 | ,644\*\*,00030,594\*\*,00130130 |
|  | 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'sAlpha | 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- TotalCorrelation | Cronbach's Alpha if ItemDeleted |
| 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 | 130,673\*\*,00030,257,17030,604\*\*,00030,340,06630,403\*,02730,505\*\*,00430,435\*,01630 | ,673\*\*,00030130,214,25730,635\*\*,00030,275,14130,462\*,01030,386\*,03530,024,90130 | ,257,17030,214,25730130,015,93830,587\*\*,00130,289,12130,295,11330,527\*\*,00330 | ,604\*\*,00030,635\*\*,00030,015,93830130,280,13430,391\*,03330,412\*,02430,042,82430 | ,340,06630,275,14130,587\*\*,00130,280,13430130,171,36630,643\*\*,00030,420\*,02130 | ,403\*,02730,462\*,01030,289,12130,391\*,03330,171,36630130,079,67730,241,19930 | ,505\*\*,00430,386\*,03530,295,11330,412\*,02430,643\*\*,00030,079,67730130,349,05930 | ,435\*,01630,024,90130,527\*\*,00330,042,82430,420\*,02130,241,19930,349,05930130 | ,257,17030,214,257301,000\*\*,00030,015,93830,587\*\*,00130,289,12130,295,11330,527\*\*,00330 | ,703\*\*,00030,590\*\*,00130,299,10830,648\*\*,00030,664\*\*,00030,275,14130,524\*\*,00330,250,18230 | ,793\*\*,00030,676\*\*,00030,655\*\*,00030,615\*\*,00030,716\*\*,00030,554\*\*,00130,648\*\*,00030,589\*\*,00130 |
| 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 | ,257,17030,703\*\*,00030,793\*\*,00030 | ,214,25730,590\*\*,00130,676\*\*,00030 | 1,000\*\*,00030,299,10830,655\*\*,00030 | ,015,93830,648\*\*,00030,615\*\*,00030 | ,587\*\*,00130,664\*\*,00030,716\*\*,00030 | ,289,12130,275,14130,554\*\*,00130 | ,295,11330,524\*\*,00330,648\*\*,00030 | ,527\*\*,00330,250,18230,589\*\*,00130 | 130,299,10830,655\*\*,00030 | ,299,10830130,782\*\*,00030 | ,655\*\*,00030,782\*\*,00030130 |
|  | 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'sAlpha | 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- TotalCorrelation | Cronbach's Alpha if ItemDeleted |
| 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 | VariablesEntered | VariablesRemoved | 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 SquareChange | FChange | df1 | df2 | Sig. FChange |
| 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 | UnstandardizedCoefficients | StandardizedCoefficients | t | Sig. | Correlations | CollinearityStatistics |
| 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 PredictedValue | ,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 | CumulativePercent |
| 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 | CumulativePercent |
| 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 | CumulativePercent |
| 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 | CumulativePercent |
| 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 |
| 3,00Valid 4,00 | 2118 | 52,545,0 | 52,545,0 | 55,0100,0 |
| 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 | CumulativePercent |
| 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 |
| 3,00Valid 4,00 | 2411 | 60,027,5 | 60,027,5 | 72,5100,0 |
| Total | 40 | 100,0 | 100,0 |  |

**Pernyataan10**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Frequency | Percent | Valid Percent | CumulativePercent |
| 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 | CumulativePercent |
| 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 |
| 3,00Valid 4,00 | 1611 | 40,027,5 | 40,027,5 | 72,5100,0 |
| 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 | CumulativePercent |
| 2,00 | 4 | 10,0 | 10,0 | 10,0 |
| 3,00Valid 4,00 | 2016 | 50,040,0 | 50,040,0 | 60,0100,0 |
| 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 | CumulativePercent |
| 2,00 | 9 | 22,5 | 22,5 | 22,5 |
| 3,00Valid 4,00 | 1714 | 42,535,0 | 42,535,0 | 65,0100,0 |
| 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 | CumulativePercent |
| 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 |  |