**Lampiran Kuisioner 1**

**Kepada Yth**

**Bapak/Ibu Responden :**

**PENGARUH GAJI DAN INSENTIF TERHADAP PRODUKTIVITAS TENAGA KERJA PADA CV. VULKANISIR BAN MAKMUR**

**DI PERBAUNGAN SERDANG BEDAGAI**

A. IDENTITAS RESPONDEN

1. Nama :

2. Jenis kelamin :

3. Usia :

4. Status :

5. Pendidikan :

6. Lama Bekerja :

7. Bidang / Bagian Kerja :

**B. PETUNJUK KUESIONER**

1. Beri tanda ceklis ( √ ) pada pernyataan berikut yang sesuai dengan keadaan yang sesungguhnya pada kolom yang tersedia.

2. Ada 5 pilihan jawaban yang tersedia untuk masing-masing pernyataan, yaitu :

Sangat Tidak Setuju (STS)

Tidak Setuju (TS)

Cukup Setuju (CS)

Setuju (S)

Sangat Setuju (SS)

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pernyataan | SS | S | CS | TS | STS |
| Gaji | | | | | | |
| 1 | Gaji yang kurang memadai, sehingga menurunkan produktivitas tenaga kerja karyawan |  |  |  |  |  |
| 2 | Gaji yang memadai dapat meningkatkan produktivitas tenaga kerja karyawan |  |  |  |  |  |
| 3 | Karyawan dibayar secara tidak adil sesuai dengan usaha dan kinerja yang dimilikinya. |  |  |  |  |  |
| 4 | Gaji merangsang terjadinya kerja yang produktif dan efektif |  |  |  |  |  |
| 5 | Tidak adanya keseimbangan antara harapan dengan kenyataan kompensasi yang diterima karyawan. |  |  |  |  |  |
| Insentif | | | | | | |
| 1 | Lembur tidak akan mendapatkan perolehan insentif dari perusahaan |  |  |  |  |  |
| 2 | Peningkatan kerja anda akan mempengaruhi pemberian insentif |  |  |  |  |  |
| 3 | Penurunan kinerja akan mempengaruhi insentif |  |  |  |  |  |
| 4 | Pencapaian tugas yang berhasil akan mendapatkan insentif |  |  |  |  |  |
| 5 | Semakin banyak ban yang diproduksi, maka akan semakin banyak penerimaan insentif |  |  |  |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Produktivitas Tenaga Kerja | | | | | | |
| 1 | Karyawan tidak mampu meningkatkan motivasi untuk menyelesaikan pekerjaan ban vulkanisir |  |  |  |  |  |
| 2 | Pekerjaan tidak diselesaikan dengan tuntas dan memadai sehingga memiliki kualitas yang buruk |  |  |  |  |  |
| 3 | Karyawan mampu membuat inovatif baru dalam melaksanakan pekerjaan ban vulkanisir |  |  |  |  |  |
| 4 | Karyawan dating tidak tepat waktu ketempat pekerjaan |  |  |  |  |  |
| 5 | Karyawan bertanggung jawab atas pekerjaannya yang telah dilakukan |  |  |  |  |  |

**Lampiran 2.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Karakteristik Responden** | | | | |
| **No** | **Nama** | **Jenis Kelamin** | **Usia** | **Pendidikan** |
| 1 | Amirilsyah | Laki-Laki | 45 | Sma |
| 2 | Ibrahim | Laki-Laki | 19 | Sma |
| 3 | Desi | Perempuan | 30 | D3 |
| 4 | Riri Handayani | Perempuan | 25 | Sma |
| 5 | Ridho | Laki-Laki | 41 | Sma |
| 6 | Andre | Laki-Laki | 27 | Sma |
| 7 | Zakaria | Laki-Laki | 30 | D3 |
| 8 | Agustina | Laki-Laki | 24 | Sma |
| 9 | Jhon | Laki-Laki | 26 | Sma |
| 10 | Irpan | Laki-Laki | 35 | Sma |
| 11 | Bambang | Laki-Laki | 38 | Sma |
| 12 | Diman | Laki-Laki | 48 | Sma |
| 13 | Wahyuni | Laki-Laki | 40 | Sma |
| 14 | Deni | Laki-Laki | 49 | Sma |
| 15 | Sumarno | Laki-Laki | 42 | Sma |
| 16 | Riski | Laki-Laki | 21 | Sma |
| 17 | Hendrik | Laki-Laki | 40 | Sma |
| 18 | Fajar | Laki-Laki | 25 | Sma |
| 19 | Hendrik | Laki-Laki | 22 | Sma |
| 20 | Junaidi | Laki-Laki | 28 | Sma |
| 21 | Herman | Laki-Laki | 38 | Sma |
| 22 | Yono | Laki-Laki | 43 | Sma |
| 23 | Imran | Laki-Laki | 42 | Sma |
| 24 | Julianto | Laki-Laki | 47 | Sma |
| 25 | Agus | Laki-Laki | 36 | Sma |
| 26 | Kholid | Laki-Laki | 33 | S1 |
| 27 | Johanes | Laki-Laki | 34 | Sma |
| 28 | Dedi | Laki-Laki | 35 | Sma |
| 29 | Putra | Laki-Laki | 42 | Sma |
| 30 | Dodi | Laki-Laki | 31 | Sma |
| 31 | Chandra | Laki-Laki | 45 | Sma |
| 32 | Yusuf | Laki-Laki | 45 | Sma |
| 33 | Yono | Laki-Laki | 18 | Sma |

**Lampiran 3. Tabulasi Data Jawaban Responden**

**Tabulasi Data Variabel Gaji (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Tabulasi Data Variabel Gaji (X1) | | | | | | |
| No Responden | No Item Pernyataan | | | | | Jumlah |
| 1 | 2 | 3 | 4 | 5 |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 4 | 4 | 4 | 4 | 4 | 20 |
| 3 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 4 | 4 | 4 | 4 | 5 | 21 |
| 6 | 5 | 4 | 4 | 5 | 5 | 23 |
| 7 | 5 | 4 | 4 | 4 | 4 | 21 |
| 8 | 4 | 4 | 4 | 4 | 5 | 21 |
| 9 | 4 | 3 | 4 | 4 | 4 | 19 |
| 10 | 5 | 4 | 4 | 4 | 4 | 21 |
| 11 | 5 | 5 | 4 | 5 | 4 | 23 |
| 12 | 4 | 4 | 4 | 4 | 4 | 20 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 5 | 5 | 4 | 5 | 23 |
| 17 | 4 | 5 | 5 | 4 | 5 | 23 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 5 | 4 | 5 | 4 | 23 |
| 23 | 5 | 4 | 4 | 4 | 4 | 21 |
| 24 | 4 | 3 | 4 | 4 | 4 | 19 |
| 25 | 4 | 4 | 4 | 4 | 5 | 21 |
| 26 | 5 | 4 | 4 | 4 | 4 | 21 |
| 27 | 5 | 4 | 4 | 5 | 5 | 23 |
| 28 | 4 | 4 | 4 | 4 | 5 | 21 |
| 29 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 4 | 4 | 4 | 4 | 4 | 20 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 4 | 4 | 4 | 4 | 4 | 20 |
| 33 | 4 | 4 | 4 | 4 | 4 | 20 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Tabulasi Data Variabel Insentif (X2)** | | | | | | |
| No Responden | No Item Pernyataan | | | | | Jumlah |
| 1 | 2 | 3 | 4 | 5 |
| 1 | 5 | 5 | 5 | 5 | 5 | 25 |
| 2 | 5 | 5 | 5 | 5 | 5 | 25 |
| 3 | 5 | 5 | 5 | 5 | 5 | 25 |
| 4 | 4 | 4 | 4 | 5 | 5 | 22 |
| 5 | 4 | 4 | 4 | 4 | 5 | 21 |
| 6 | 5 | 4 | 4 | 4 | 5 | 22 |
| 7 | 5 | 4 | 4 | 4 | 4 | 21 |
| 8 | 4 | 4 | 4 | 4 | 5 | 21 |
| 9 | 4 | 3 | 4 | 4 | 4 | 19 |
| 10 | 5 | 4 | 4 | 4 | 4 | 21 |
| 11 | 5 | 5 | 4 | 5 | 4 | 23 |
| 12 | 4 | 4 | 4 | 4 | 4 | 20 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 5 | 5 | 4 | 5 | 23 |
| 17 | 4 | 5 | 5 | 4 | 5 | 23 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 5 | 4 | 5 | 4 | 23 |
| 23 | 5 | 4 | 4 | 4 | 4 | 21 |
| 24 | 4 | 3 | 4 | 4 | 4 | 19 |
| 25 | 4 | 4 | 4 | 4 | 5 | 21 |
| 26 | 5 | 4 | 4 | 4 | 4 | 21 |
| 27 | 5 | 4 | 4 | 5 | 5 | 23 |
| 28 | 4 | 4 | 4 | 4 | 5 | 21 |
| 29 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 4 | 4 | 4 | 4 | 4 | 20 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 3 | 3 | 4 | 4 | 4 | 18 |
| 33 | 4 | 4 | 5 | 5 | 5 | 23 |

|  |
| --- |
|  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Tabulasi Data Variabel Produktifitas Tenaga Kerja (Y)** | | | | | | |
| No Responden | No Item Pernyataan | | | | | Jumlah |
| 1 | 2 | 3 | 4 | 5 |
| 1 | 4 | 5 | 5 | 5 | 5 | 24 |
| 2 | 3 | 4 | 4 | 4 | 4 | 19 |
| 3 | 4 | 4 | 4 | 4 | 4 | 20 |
| 4 | 4 | 4 | 4 | 4 | 4 | 20 |
| 5 | 4 | 4 | 4 | 4 | 5 | 21 |
| 6 | 5 | 4 | 4 | 5 | 5 | 23 |
| 7 | 5 | 4 | 4 | 4 | 4 | 21 |
| 8 | 4 | 4 | 4 | 4 | 5 | 21 |
| 9 | 4 | 3 | 4 | 4 | 4 | 19 |
| 10 | 5 | 4 | 4 | 4 | 4 | 21 |
| 11 | 5 | 5 | 4 | 5 | 4 | 23 |
| 12 | 4 | 4 | 4 | 4 | 4 | 20 |
| 13 | 4 | 4 | 4 | 4 | 4 | 20 |
| 14 | 5 | 5 | 5 | 5 | 5 | 25 |
| 15 | 4 | 4 | 4 | 4 | 4 | 20 |
| 16 | 4 | 5 | 5 | 4 | 5 | 23 |
| 17 | 4 | 5 | 5 | 4 | 5 | 23 |
| 18 | 4 | 4 | 4 | 4 | 4 | 20 |
| 19 | 5 | 5 | 5 | 5 | 5 | 25 |
| 20 | 4 | 4 | 4 | 4 | 4 | 20 |
| 21 | 4 | 4 | 4 | 4 | 4 | 20 |
| 22 | 5 | 5 | 4 | 5 | 4 | 23 |
| 23 | 5 | 4 | 4 | 4 | 4 | 21 |
| 24 | 4 | 3 | 4 | 4 | 4 | 19 |
| 25 | 4 | 4 | 4 | 4 | 5 | 21 |
| 26 | 5 | 4 | 4 | 4 | 4 | 21 |
| 27 | 5 | 4 | 4 | 5 | 5 | 23 |
| 28 | 4 | 4 | 4 | 4 | 5 | 21 |
| 29 | 4 | 4 | 4 | 4 | 4 | 20 |
| 30 | 4 | 4 | 4 | 4 | 4 | 20 |
| 31 | 4 | 4 | 4 | 4 | 4 | 20 |
| 32 | 4 | 4 | 4 | 4 | 4 | 20 |
| 33 | 4 | 3 | 3 | 3 | 3 | 16 |

**Lampiran 4. Frekuensi Jawaban Responden**

**1. Variabel Gaji (X1)**

**Tabel 4.4** Gaji yang kurang memadai, sehingga menurunkan produktivitas tenaga kerja karyawan

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 11 | 33 |
| 2 | Setuju | 22 | 67 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.5** Gaji yang memadai dapat meningkatkan produktivitas tenaga kerja karyawan

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 7 | 21 |
| 2 | Setuju | 24 | 73 |
| 3 | Cukup Setuju | 2 | 6 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.6** Karyawan dibayar secara tidak adil sesuai dengan usaha dan kinerja yang dimilikinya.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 5 | 15 |
| 2 | Setuju | 28 | 85 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.7** Gaji merangsang terjadinya kerja yang produktif dan efektif

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 7 | 21 |
| 2 | Setuju | 26 | 79 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.8** Tidak adanya keseimbangan antara harapan dengan kenyataan kompensasi yang diterima karyawan.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 11 | 33 |
| 2 | Setuju | 22 | 67 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**2. Variabel Insentif (X2)**

**Tabel 4.9** Lembur tidak akan mendapatkan perolehan insentif dari perusahaan.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 13 | 40 |
| 2 | Setuju | 19 | 57 |
| 3 | Cukup Setuju | 1 | 3 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.10** Peningkatan kerja anda akan mempengaruhi pemberian insentif.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 9 | 27 |
| 2 | Setuju | 21 | 64 |
| 3 | Cukup Setuju | 3 | 9 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.11** Penurunan kinerja akan mempengaruhi insentif.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 8 | 24 |
| 2 | Setuju | 25 | 76 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.12** Pencapaian tugas yang berhasil akan mendapatkan insentif.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 10 | 30 |
| 2 | Setuju | 23 | 70 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.13** Semakin banyak ban yang diproduksi, maka akan semakin banyak penerimaan insentif.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 15 | 45 |
| 2 | Setuju | 18 | 55 |
| 3 | Cukup Setuju | - | - |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**3. Variabel Produktifitas Tenaga Kerja (X2)**

**Tabel 4.14** Karyawan tidak mampu meningkatkan motivasi untuk menyelesaikan pekerjaan ban vulkanisir.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 10 | 30 |
| 2 | Setuju | 22 | 67 |
| 3 | Cukup Setuju | 1 | 3 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.15** Pekerjaan tidak diselesaikan dengan tuntas dan memadai sehingga memiliki kualitas yang buruk.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 7 | 21 |
| 2 | Setuju | 23 | 70 |
| 3 | Cukup Setuju | 3 | 9 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.16** Karyawan mampu membuat inovatif baru dalam melaksanakan pekerjaan ban vulkanisir.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 5 | 15 |
| 2 | Setuju | 27 | 82 |
| 3 | Cukup Setuju | 1 | 3 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.17** Karyawan datang tidak tepat waktu ketempat pekerjaan.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 7 | 21 |
| 2 | Setuju | 25 | 76 |
| 3 | Cukup Setuju | 1 | 3 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Tabel 4.18** Karyawan bertanggung jawab atas pekerjaannya yang telah dilakukan.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Alternatif Jawaban** | **Sampel (orang)** | **Persentase**  **(%)** |
| 1 | Sangat Setuju | 11 | 33 |
| 2 | Setuju | 21 | 64 |
| 3 | Cukup Setuju | 1 | 3 |
| 4 | Tidak Setuju | - | - |
| 5 | Sangat Tidak Setuju | - | - |
| **Jumlah** | | **33** | **100** |

*Sumber: CV. Vulkanisir Ban Makmur Perbaungan, 2020*

**Lampiran 5 Validitas dan Reliabilitas**

**1. Variabel Gaji (X1)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,811 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 16,8485 | 2,008 | ,491 | ,808 |
| VAR00002 | 17,0303 | 1,718 | ,698 | ,741 |
| VAR00003 | 17,0303 | 2,093 | ,644 | ,767 |
| VAR00004 | 16,9697 | 1,905 | ,721 | ,740 |
| VAR00005 | 16,8485 | 2,008 | ,491 | ,808 |

**2. Variabel Itensif (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,823 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 17,1818 | 2,653 | ,483 | ,829 |
| VAR00002 | 17,3636 | 2,176 | ,755 | ,743 |
| VAR00003 | 17,3030 | 2,655 | ,686 | ,773 |
| VAR00004 | 17,2424 | 2,564 | ,693 | ,768 |
| VAR00005 | 17,0909 | 2,710 | ,512 | ,817 |

**3. Variabel Produktivitas Tenaga Kerja (X2)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,817 | 5 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item-Total Statistics** | | | | |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| VAR00001 | 16,7273 | 2,705 | ,348 | ,857 |
| VAR00002 | 16,8788 | 2,110 | ,729 | ,742 |
| VAR00003 | 16,8788 | 2,485 | ,692 | ,764 |
| VAR00004 | 16,8182 | 2,278 | ,761 | ,738 |
| VAR00005 | 16,6970 | 2,343 | ,580 | ,791 |

**Lampiran 6. Uji Asumsi Klasik**

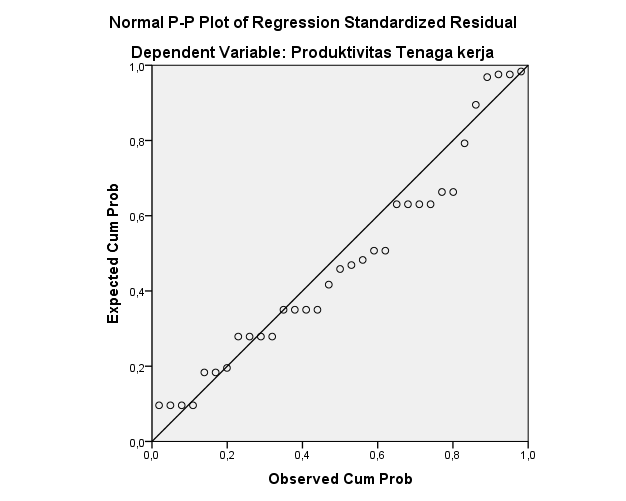
**1. Uji Normalitas Kolmongorov Simirnov**

**Tabel 4.13**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | | | |
|  | | Gaji | Insentif | Produktivitas Tenaga Kerja | Studentized Deleted Residual |
| N | | 33 | 33 | 33 | 33 |
| Normal Parametersa,b | Mean | 21,1818 | 21,5455 | 21,0000 | ,0231160 |
| Std. Deviation | 1,70394 | 1,95402 | 1,88746 | 1,05149311 |
| Most Extreme Differences | Absolute | ,270 | ,216 | ,227 | ,140 |
| Positive | ,270 | ,216 | ,227 | ,140 |
| Negative | -,183 | -,124 | -,177 | -,085 |
| Kolmogorov-Smirnov Z | | 1,550 | 1,241 | 1,306 | ,804 |
| Asymp. Sig. (2-tailed) | | ,016 | ,092 | ,066 | ,537 |
| a. Test distribution is Normal. | | | | | |
| b. Calculated from data. | | | | | |

*Sumber : Hasil Pengelolahan SPSS, 2020*

**2. Uji Normalitas Normal P-Plot Regression Standardized**



*Sumber : Hasil Pengelolahan SPSS, 2020*

**3. Uji Multikolinearitas**

**Tabel 4. 14**

**Hasil Uji Asumsi Multikolinearitas**

|  |  |  |  |
| --- | --- | --- | --- |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Gaji | ,495 | 2,021 |
| Insentif | ,495 | 2,021 |

*Sumber : Hasil Pengelolahan SPSS, 2020*

**4. Uji Glejer**

**Tabel 4. 15 Uji Glejer**

**Coeficients**

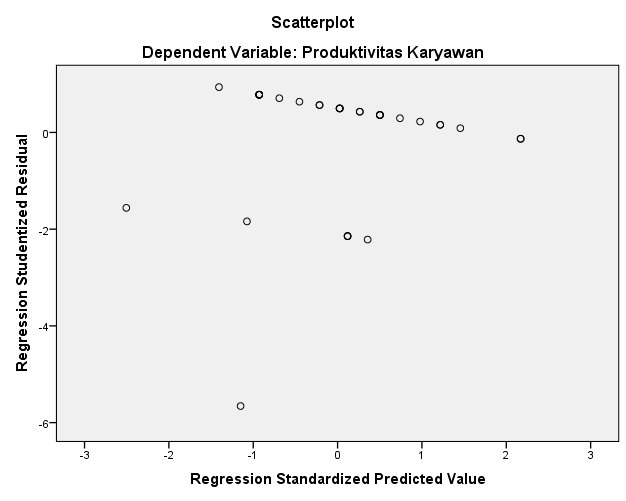
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 5,921 | 1,520 |  | ,000 | 1,000 |
| Gaji | ,000 | ,099 | ,000 | ,000 | 1,000 |
| Insentif | ,000 | ,086 | ,000 | ,000 | 1,000 |

1. Dependent Variable: Unstandardized Residual

*Sumber : Hasil Pengelolahan SPSS, 2020*

**5. Hasil Grafik Uji Asumsi Heteroskedastisitas**

**Scatterplot**



*Sumber : Hasil Pengelolahan*, *2020*

**Lampiran 7. Analisis Regresi Linier Berganda**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | ,939a | ,882 | ,874 | ,66876 |
| a. Predictors: (Constant), Insentif, Gaji | | | | |
| b. Dependent Variable: Produktivitas Tenaga Kerja | | | | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 100,583 | 2 | 50,291 | 112,448 | ,000b |
| Residual | 13,417 | 30 | ,447 |  |  |
| Total | 114,000 | 32 |  |  |  |
| a. Dependent Variable: Produktivitas Tenaga Kerja | | | | | | |
| b. Predictors: (Constant), Insentif, Gaji | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | ,363 | 1,520 |  | ,239 | ,813 |  |  |
| Gaji | 1,217 | ,099 | 1,099 | 12,339 | ,000 | ,495 | 2,021 |
| Insentif | -,239 | ,086 | -,247 | -2,775 | ,009 | ,495 | 2,021 |
| a. Dependent Variable: Produktivitas Tenaga Kerja | | | | | | | | |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Lampiran 8. Tabel t**  **Tabel t** | | | | | | | | |
| **(Pada taraf signifikansi 0,05) 1 sisi (0,05) dan 2 sisi (0,025)** | | | | | | | | |
|  |  |  | | |  |
| Df | Signifikansi | | | Df | | | Signifikansi | |
| 0,025 | | 0,05 | 0,25 | 0,05 |
| 1 | 12,706 | | 6,314 | 46 | | | 2,013 | 1,679 |
| 2 | 4,303 | | 2,920 | 47 | | | 2,012 | 1,678 |
| 3 | 3,182 | | 2,353 | 48 | | | 2,011 | 1,677 |
| 4 | 2,776 | | 2,132 | 49 | | | 2,010 | 1,677 |
| 5 | 2,571 | | 2,015 | 50 | | | 2,009 | 1,676 |
| 6 | 2,447 | | 1,943 | 51 | | | 2,008 | 1,675 |
| 7 | 2,365 | | 1,895 | 52 | | | 2,007 | 1,675 |
| 8 | 2,306 | | 1,850 | 53 | | | 2,006 | 1,674 |
| 9 | 2,262 | | 1,833 | 54 | | | 2,005 | 1,674 |
| 10 | 2,228 | | 1,812 | 55 | | | 2,004 | 1,673 |
| 11 | 2,201 | | 1,796 | 56 | | | 2,003 | 1,673 |
| 12 | 2,179 | | 1,782 | 57 | | | 2,002 | 1,672 |
| 13 | 2,160 | | 1,771 | 58 | | | 2,002 | 1,672 |
| 14 | 2,145 | | 1,761 | 59 | | | 2,001 | 1,671 |
| 15 | 2,131 | | 1,753 | 60 | | | 2,000 | 1,671 |
| 16 | 2,120 | | 1,746 | 61 | | | 2,000 | 1,670 |
| 17 | 2,110 | | 1,740 | 62 | | | 1,999 | 1,670 |
| 18 | 2,101 | | 1,734 | 63 | | | 1,998 | 1,669 |
| 19 | 2,093 | | 1,729 | 64 | | | 1,998 | 1,669 |
| 20 | 2,086 | | 1,725 | 65 | | | 1,997 | 1,669 |
| 21 | 2,080 | | 1,721 | 66 | | | 1,997 | 1,668 |
| 22 | 2,074 | | 1,717 | 67 | | | 1,996 | 1,668 |
| 23 | 2,069 | | 1,714 | 68 | | | 1,995 | 1,668 |
| 24 | 2,064 | | 1,711 | 69 | | | 1,995 | 1,667 |
| 25 | 2,060 | | 1,708 | 70 | | | 1,994 | 1,667 |
| 26 | 2,056 | | 1,706 | 71 | | | 1,994 | 1,667 |
| 27 | 2,052 | | 1,703 | 72 | | | 1,993 | 1,666 |
| 28 | 2,048 | | 1,701 | 73 | | | 1,993 | 1,666 |
| 29 | 2,045 | | 1,699 | 74 | | | 1,993 | 1,666 |
| 30 | 2,042 | | 1,697 | 75 | | | 1,992 | 1,665 |
| 31 | 2,040 | | 1,696 | 76 | | | 1,992 | 1,665 |
| 32 | 2,037 | | 1,694 | 77 | | | 1,991 | 1,665 |
| 33 | 2,035 | | 1,692 | 78 | | | 1,991 | 1,665 |
| 34 | 2,032 | | 1,691 | 79 | | | 1,990 | 1,664 |
| 35 | 2,030 | | 1,690 | 80 | | | 1,990 | 1,664 |
| 36 | 2,028 | | 1,688 | 81 | | | 1,990 | 1,664 |
| 37 | 2,026 | | 1,687 | 82 | | | 1,989 | 1,664 |
| 38 | 2,024 | | 1,686 | 83 | | | 1,989 | 1,663 |
| 39 | 2,023 | | 1,685 | 84 | | | 1,989 | 1,663 |
| 40 | 2,021 | | 1,684 | 85 | | | 1,988 | 1,663 |
| 41 | 2,020 | | 1,683 | 86 | | | 1,988 | 1,663 |
| 42 | 2,018 | | 1,682 | 87 | | | 1,988 | 1,663 |
| 43 | 2,017 | | 1,681 | 88 | | | 1,987 | 1,662 |
| 44 | 2,015 | | 1,680 | 89 | | | 1,987 | 1,662 |
| 45 | 2,014 | | 1,679 | 90 | | | 1,987 | 1,662 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Lampiran 9. Tabel Uji F**   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | | **Titik Persentase Distribusi F untuk Probabilita = 0,05** | | | | | | | | | | | | | | | | |  | | | | | | | | | | | | | | | | | **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 10. Tabel r Product Moment**  Tabel r Product Moment | | | | | | | | | | | |
| Pada Sig.0,05 (Two Tail) | | | | | | | | | | | |
|  |  |  |  |  |  |  |  |  |  |  |  |
| N | R | N | r | N | R | N | r | N | R | N | R |
| 1 | 0.997 | 41 | 0.301 | 81 | 0.216 | 121 | 0.177 | 161 | 0.154 | 201 | 0.138 |
| 2 | 0.950 | 42 | 0.297 | 82 | 0.215 | 122 | 0.176 | 162 | 0.153 | 202 | 0.137 |
| 3 | 0.878 | 43 | 0.294 | 83 | 0.213 | 123 | 0.176 | 163 | 0.153 | 203 | 0.137 |
| 4 | 0.811 | 44 | 0.291 | 84 | 0.212 | 124 | 0.175 | 164 | 0.152 | 204 | 0.137 |
| 5 | 0.754 | 45 | 0.288 | 85 | 0.211 | 125 | 0.174 | 165 | 0.152 | 205 | 0.136 |
| 6 | 0.707 | 46 | 0.285 | 86 | 0.210 | 126 | 0.174 | 166 | 0.151 | 206 | 0.136 |
| 7 | 0.666 | 47 | 0.282 | 87 | 0.208 | 127 | 0.173 | 167 | 0.151 | 207 | 0.136 |
| 8 | 0.632 | 48 | 0.279 | 88 | 0.207 | 128 | 0.172 | 168 | 0.151 | 208 | 0.135 |
| 9 | 0.602 | 49 | 0.276 | 89 | 0.206 | 129 | 0.172 | 169 | 0.150 | 209 | 0.135 |
| 10 | 0.576 | 50 | 0.273 | 90 | 0.205 | 130 | 0.171 | 170 | 0.150 | 210 | 0.135 |
| 11 | 0.553 | 51 | 0.271 | 91 | 0.204 | 131 | 0.170 | 171 | 0.149 | 211 | 0.134 |
| 12 | 0.532 | 52 | 0.268 | 92 | 0.203 | 132 | 0.170 | 172 | 0.149 | 212 | 0.134 |
| 13 | 0.514 | 53 | 0.266 | 93 | 0.202 | 133 | 0.169 | 173 | 0.148 | 213 | 0.134 |
| 14 | 0.497 | 54 | 0.263 | 94 | 0.201 | 134 | 0.168 | 174 | 0.148 | 214 | 0.134 |
| 15 | 0.482 | 55 | 0.261 | 95 | 0.200 | 135 | 0.168 | 175 | 0.148 | 215 | 0.133 |
| 16 | 0.468 | 56 | 0.259 | 96 | 0.199 | 136 | 0.167 | 176 | 0.147 | 216 | 0.133 |
| 17 | 0.456 | 57 | 0.256 | 97 | 0.198 | 137 | 0.167 | 177 | 0.147 | 217 | 0.133 |
| 18 | 0.444 | 58 | 0.254 | 98 | 0.197 | 138 | 0.166 | 178 | 0.146 | 218 | 0.132 |
| 19 | 0.433 | 59 | 0.252 | 99 | 0.196 | 139 | 0.165 | 179 | 0.146 | 219 | 0.132 |
| 20 | 0.423 | 60 | 0.250 | 100 | 0.195 | 140 | 0.165 | 180 | 0.146 | 220 | 0.132 |
| 21 | 0.413 | 61 | 0.248 | 101 | 0.194 | 141 | 0.164 | 181 | 0.145 | 221 | 0.131 |
| 22 | 0.404 | 62 | 0.246 | 102 | 0.193 | 142 | 0.164 | 182 | 0.145 | 222 | 0.131 |
| 23 | 0.396 | 63 | 0.244 | 103 | 0.192 | 143 | 0.163 | 183 | 0.144 | 223 | 0.131 |
| 24 | 0.388 | 64 | 0.242 | 104 | 0.191 | 144 | 0.163 | 184 | 0.144 | 224 | 0.131 |
| 25 | 0.381 | 65 | 0.240 | 105 | 0.190 | 145 | 0.162 | 185 | 0.144 | 225 | 0.130 |
| 26 | 0.374 | 66 | 0.239 | 106 | 0.189 | 146 | 0.161 | 186 | 0.143 | 226 | 0.130 |
| 27 | 0.367 | 67 | 0.237 | 107 | 0.188 | 147 | 0.161 | 187 | 0.143 | 227 | 0.130 |
| 28 | 0.361 | 68 | 0.235 | 108 | 0.187 | 148 | 0.160 | 188 | 0.142 | 228 | 0.129 |
| 29 | 0.355 | 69 | 0.234 | 109 | 0.187 | 149 | 0.160 | 189 | 0.142 | 229 | 0.129 |
| 30 | 0.349 | 70 | 0.232 | 110 | 0.186 | 150 | 0.159 | 190 | 0.142 | 230 | 0.129 |
| 31 | 0.344 | 71 | 0.230 | 111 | 0.185 | 151 | 0.159 | 191 | 0.141 | 231 | 0.129 |
| 32 | 0.339 | 72 | 0.229 | 112 | 0.184 | 152 | 0.158 | 192 | 0.141 | 232 | 0.128 |
| 33 | 0.334 | 73 | 0.227 | 113 | 0.183 | 153 | 0.158 | 193 | 0.141 | 233 | 0.128 |
| 34 | 0.329 | 74 | 0.226 | 114 | 0.182 | 154 | 0.157 | 194 | 0.140 | 234 | 0.128 |
| 35 | 0.325 | 75 | 0.224 | 115 | 0.182 | 155 | 0.157 | 195 | 0.140 | 235 | 0.127 |
| 36 | 0.320 | 76 | 0.223 | 116 | 0.181 | 156 | 0.156 | 196 | 0.139 | 236 | 0.127 |
| 37 | 0.316 | 77 | 0.221 | 117 | 0.180 | 157 | 0.156 | 197 | 0.139 | 237 | 0.127 |
| 38 | 0.312 | 78 | 0.220 | 118 | 0.179 | 158 | 0.155 | 198 | 0.139 | 238 | 0.127 |
| 39 | 0.308 | 79 | 0.219 | 119 | 0.179 | 159 | 0.155 | 199 | 0.138 | 239 | 0.126 |
| 40 | 0.304 | 80 | 0.217 | 120 | 0.178 | 160 | 0.154 | 200 | 0.138 | 240 | 0.126 |