**KUESIONER**

**PENGARUH PENILAIAN PRESTASI KERJA TERHADAP MOTIVASI KERJA PEGAWAI PADA KANTOR DINAS PENDIDIKAN DELI SERDANG**

Karakteristik Responden

1. Jenis Kelamin :
2. Golongan :
3. Pendidikan Terakhir :

**Kriteria untuk seluruh pertanyaan adalah sebagai berikut :**

* + - 1. **Penilaian Prestasi Kerja (X)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| **Prestasi Kerja** | | | | | | |
| 1. | Saya dapat mengerjakan tugas saya tanpa meminta bantuan pegawai lain |  |  |  |  |  |
| 2. | Saya dapat mengatasi masalah yang sering timbul dalam instansi |  |  |  |  |  |
| **Kedisiplinan** | | | | | | |
| **No** | | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya belum pernah absen/tidak tanpa alasan yang jelas. |  |  |  |  |  |
| 2. | Saya datang dan pulang sesuai waktu yang ditetapkan |  |  |  |  |  |
| **Kerja sama** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Hubungan dengan pegawai yang selalu terjaga |  |  |  |  |  |
| 2. | Hubungan dengan atasan selalu terjaga |  |  |  |  |  |
| **Kepribadian** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya mengerjakan suatu pekerjaan sesuai dengan tata cara sesuai prosedur |  |  |  |  |  |
| 2. | Saya mampu mempertanggung jawabkan masalah dalam tugas dengan baik |  |  |  |  |  |
| **Tanggung jawab** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya mampu mengerjakan pekerjaan berdasarkan instruksi dari atasan |  |  |  |  |  |
| 2. | Saya bersediah memperbaiki kesalahan kerja tanpa diperintah oleh atasan |  |  |  |  |  |

2. **Motivasi Kerja**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. **Kebutuhan Fisiologi** | | | | | | |
| 1. | Saya terdorong untuk bekerja karna penghasilan yang saya dapatkan mampu untuk membeli pakaian yang saya butuhkan |  |  |  |  |  |
| 2. | Saya terdorong untuk bekerja karena saya mendapatkan jatah makan ditempat saya bekerja |  |  |  |  |  |
| 1. **Kebutuhan Rasa Aman** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya bekerja mendapat jaminan asuransi keselamatan kerja |  |  |  |  |  |
| 2. | Saya bekerja mendapat jaminan hari tua dari perusahaan |  |  |  |  |  |
| 1. **Kebutuhan Sosial** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Setiap saya mendapat kesulitan, rekan kerja mau memberikan bantuan kepada saya |  |  |  |  |  |
| 2. | Atasan dan rekan ditempat kerja peduli dengan saya |  |  |  |  |  |
| 1. **Kebutuhan Harga Diri** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Saya bersemangat saat bekerja karena atasan saya dengan mudah memberikan pujian apabila saya mengerjakan pekerjaan dengan baik |  |  |  |  |  |
| 2. | Saya bersemangat saat bekerja karena saya mendapat perhatian dari rekan-rekan saya bekerja |  |  |  |  |  |
| 1. **Kebutuhan Aktualisasi Diri** | | | | | | |
| **No** | **Butir Pertanyaan** | **SS** | **S** | **R** | **TS** | **STS** |
| 1. | Pimpinan memberi kesempatan kepada saya untuk melakukan kreativitas dalam bekerja |  |  |  |  |  |
| 2. | Pimpinan memberi kesempatan kepada saya untuk mengembangkan keterampilan dan kemampuan dalam bekerja |  |  |  |  |  |

**LAMPIRAN**

**Hasil Frekuensi Jawaban Responden Variabel Penilaian Prestasi Kerja (X)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2.6 | 2.6 | 2.6 |
| 3 | 16 | 21.1 | 21.1 | 23.7 |
| 4 | 39 | 51.3 | 51.3 | 75.0 |
| 5 | 19 | 25.0 | 25.0 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 23 | 30.3 | 30.3 | 36.8 |
| 4 | 34 | 44.7 | 44.7 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 1.3 | 1.3 | 1.3 |
| 3 | 37 | 48.7 | 48.7 | 50.0 |
| 4 | 28 | 36.8 | 36.8 | 86.8 |
| 5 | 10 | 13.2 | 13.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 7 | 9.2 | 9.2 | 10.5 |
| 3 | 33 | 43.4 | 43.4 | 53.9 |
| 4 | 23 | 30.3 | 30.3 | 84.2 |
| 5 | 12 | 15.8 | 15.8 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 29 | 38.2 | 38.2 | 44.7 |
| 4 | 35 | 46.1 | 46.1 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 5 | 6.6 | 6.6 | 6.6 |
| 3 | 17 | 22.4 | 22.4 | 28.9 |
| 4 | 37 | 48.7 | 48.7 | 77.6 |
| 5 | 17 | 22.4 | 22.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2.6 | 2.6 | 2.6 |
| 2 | 5 | 6.6 | 6.6 | 9.2 |
| 3 | 23 | 30.3 | 30.3 | 39.5 |
| 4 | 38 | 50.0 | 50.0 | 89.5 |
| 5 | 8 | 10.5 | 10.5 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 3 | 3.9 | 3.9 | 3.9 |
| 3 | 12 | 15.8 | 15.8 | 19.7 |
| 4 | 47 | 61.8 | 61.8 | 81.6 |
| 5 | 14 | 18.4 | 18.4 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 6 | 7.9 | 7.9 | 7.9 |
| 3 | 23 | 30.3 | 30.3 | 38.2 |
| 4 | 40 | 52.6 | 52.6 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **X.P10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 10 | 13.2 | 13.2 | 14.5 |
| 3 | 24 | 31.6 | 31.6 | 46.1 |
| 4 | 39 | 51.3 | 51.3 | 97.4 |
| 5 | 2 | 2.6 | 2.6 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

**Hasil Frekuensi Jawaban Responden Variabel Motivasi Kerja (Y)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P1** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 4 | 5.3 | 5.3 | 6.6 |
| 3 | 29 | 38.2 | 38.2 | 44.7 |
| 4 | 35 | 46.1 | 46.1 | 90.8 |
| 5 | 7 | 9.2 | 9.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P2** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 10 | 13.2 | 13.2 | 14.5 |
| 3 | 24 | 31.6 | 31.6 | 46.1 |
| 4 | 39 | 51.3 | 51.3 | 97.4 |
| 5 | 2 | 2.6 | 2.6 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P3** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 8 | 10.5 | 10.5 | 10.5 |
| 2 | 4 | 5.3 | 5.3 | 15.8 |
| 3 | 22 | 28.9 | 28.9 | 44.7 |
| 4 | 26 | 34.2 | 34.2 | 78.9 |
| 5 | 16 | 21.1 | 21.1 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P4** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 3 | 3.9 | 3.9 | 3.9 |
| 2 | 3 | 3.9 | 3.9 | 7.9 |
| 3 | 16 | 21.1 | 21.1 | 28.9 |
| 4 | 29 | 38.2 | 38.2 | 67.1 |
| 5 | 25 | 32.9 | 32.9 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P5** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 2 | 2.6 | 2.6 | 2.6 |
| 2 | 2 | 2.6 | 2.6 | 5.3 |
| 3 | 6 | 7.9 | 7.9 | 13.2 |
| 4 | 31 | 40.8 | 40.8 | 53.9 |
| 5 | 35 | 46.1 | 46.1 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P6** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 2 | 2.6 | 2.6 | 2.6 |
| 3 | 16 | 21.1 | 21.1 | 23.7 |
| 4 | 39 | 51.3 | 51.3 | 75.0 |
| 5 | 19 | 25.0 | 25.0 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P7** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 8 | 10.5 | 10.5 | 10.5 |
| 3 | 31 | 40.8 | 40.8 | 51.3 |
| 4 | 29 | 38.2 | 38.2 | 89.5 |
| 5 | 8 | 10.5 | 10.5 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P8** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 1 | 1.3 | 1.3 | 1.3 |
| 3 | 35 | 46.1 | 46.1 | 47.4 |
| 4 | 30 | 39.5 | 39.5 | 86.8 |
| 5 | 10 | 13.2 | 13.2 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P9** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 1 | 1 | 1.3 | 1.3 | 1.3 |
| 2 | 5 | 6.6 | 6.6 | 7.9 |
| 3 | 31 | 40.8 | 40.8 | 48.7 |
| 4 | 28 | 36.8 | 36.8 | 85.5 |
| 5 | 11 | 14.5 | 14.5 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Y.P10** | | | | | |
|  | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | 2 | 8 | 10.5 | 10.5 | 10.5 |
| 3 | 27 | 35.5 | 35.5 | 46.1 |
| 4 | 26 | 34.2 | 34.2 | 80.3 |
| 5 | 15 | 19.7 | 19.7 | 100.0 |
| Total | 76 | 100.0 | 100.0 |  |

**Tabulasi Data Kuesioner Uji Validitas dan Uji Reliabilitas Variabel Penilaian Prestasi Kerja (X)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 2 | 32 |
| 4 | 4 | 4 | 4 | 2 | 3 | 3 | 4 | 3 | 4 | 35 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 35 |
| 4 | 3 | 3 | 3 | 4 | 3 | 4 | 5 | 3 | 5 | 37 |
| 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 35 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 47 |
| 4 | 5 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 41 |
| 3 | 3 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 42 |
| 5 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 37 |
| 5 | 4 | 3 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 42 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 32 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 45 |
| 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 47 |
| 5 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 4 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 35 |
| 2 | 1 | 3 | 1 | 2 | 3 | 3 | 3 | 4 | 1 | 23 |
| 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 5 | 41 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 3 | 2 | 2 | 4 | 4 | 3 | 4 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 26 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 38 |

**Tabulasi Data Kuesioner Uji Validitas dan Uji Reliabilitas Variabel Motivasi Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 29 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 3 | 38 |
| 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 45 |
| 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 4 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 34 |
| 2 | 2 | 3 | 4 | 3 | 3 | 4 | 4 | 2 | 2 | 29 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 33 |
| 5 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 42 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 40 |
| 3 | 4 | 4 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 40 |
| 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 27 |
| 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 28 |
| 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 32 |
| 5 | 4 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 43 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 45 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 5 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 43 |
| 3 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 33 |
| 3 | 1 | 1 | 3 | 1 | 1 | 1 | 1 | 2 | 1 | 15 |
| 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 38 |
| 3 | 2 | 2 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 4 | 3 | 29 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 33 |

**Hasil Uji Validitas Variabel Penilaian Prestasi Kerja (X)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | | |
|  | | X.P1 | X.P2 | X.P3 | X.P4 | X.P5 | X.P6 | X.P7 | X.P8 | X.P9 | X.P10 | TOTAL |
| X.P1 | Pearson Correlation | 1 | .678\*\* | .480\*\* | .434\* | .655\*\* | .475\*\* | .614\*\* | .519\*\* | .500\*\* | .533\*\* | .778\*\* |
| Sig. (2-tailed) |  | .000 | .007 | .017 | .000 | .008 | .000 | .003 | .005 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P2 | Pearson Correlation | .678\*\* | 1 | .441\* | .669\*\* | .479\*\* | .447\* | .422\* | .286 | .260 | .479\*\* | .693\*\* |
| Sig. (2-tailed) | .000 |  | .015 | .000 | .007 | .013 | .020 | .126 | .165 | .007 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P3 | Pearson Correlation | .480\*\* | .441\* | 1 | .572\*\* | .317 | .492\*\* | .517\*\* | .512\*\* | .435\* | .417\* | .667\*\* |
| Sig. (2-tailed) | .007 | .015 |  | .001 | .088 | .006 | .003 | .004 | .016 | .022 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P4 | Pearson Correlation | .434\* | .669\*\* | .572\*\* | 1 | .554\*\* | .630\*\* | .424\* | .512\*\* | .359 | .679\*\* | .778\*\* |
| Sig. (2-tailed) | .017 | .000 | .001 |  | .001 | .000 | .019 | .004 | .052 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P5 | Pearson Correlation | .655\*\* | .479\*\* | .317 | .554\*\* | 1 | .798\*\* | .610\*\* | .561\*\* | .518\*\* | .487\*\* | .810\*\* |
| Sig. (2-tailed) | .000 | .007 | .088 | .001 |  | .000 | .000 | .001 | .003 | .006 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P6 | Pearson Correlation | .475\*\* | .447\* | .492\*\* | .630\*\* | .798\*\* | 1 | .670\*\* | .569\*\* | .653\*\* | .546\*\* | .843\*\* |
| Sig. (2-tailed) | .008 | .013 | .006 | .000 | .000 |  | .000 | .001 | .000 | .002 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P7 | Pearson Correlation | .614\*\* | .422\* | .517\*\* | .424\* | .610\*\* | .670\*\* | 1 | .738\*\* | .658\*\* | .455\* | .798\*\* |
| Sig. (2-tailed) | .000 | .020 | .003 | .019 | .000 | .000 |  | .000 | .000 | .012 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P8 | Pearson Correlation | .519\*\* | .286 | .512\*\* | .512\*\* | .561\*\* | .569\*\* | .738\*\* | 1 | .601\*\* | .629\*\* | .770\*\* |
| Sig. (2-tailed) | .003 | .126 | .004 | .004 | .001 | .001 | .000 |  | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P9 | Pearson Correlation | .500\*\* | .260 | .435\* | .359 | .518\*\* | .653\*\* | .658\*\* | .601\*\* | 1 | .260 | .677\*\* |
| Sig. (2-tailed) | .005 | .165 | .016 | .052 | .003 | .000 | .000 | .000 |  | .165 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X.P10 | Pearson Correlation | .533\*\* | .479\*\* | .417\* | .679\*\* | .487\*\* | .546\*\* | .455\* | .629\*\* | .260 | 1 | .734\*\* |
| Sig. (2-tailed) | .002 | .007 | .022 | .000 | .006 | .002 | .012 | .000 | .165 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .778\*\* | .693\*\* | .667\*\* | .778\*\* | .810\*\* | .843\*\* | .798\*\* | .770\*\* | .677\*\* | .734\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | | |

**Hasil Uji Reliabilitas Penilaian Prestasi Kerja (X)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .915 | 10 |

**Hasil Uji Validitas Motivasi Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | Y.P1 | Y.P2 | Y.P3 | Y.P4 | Y.P5 | Y.P6 | Y.P7 | Y.P8 | Y.P9 | Y.P10 | TOTAL |
| Y.P1 | Pearson Correlation | 1 | .688\*\* | .616\*\* | .441\* | .406\* | .485\*\* | .432\* | .345 | .568\*\* | .605\*\* | .704\*\* |
| Sig. (2-tailed) |  | .000 | .000 | .015 | .026 | .007 | .017 | .062 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P2 | Pearson Correlation | .688\*\* | 1 | .749\*\* | .362\* | .581\*\* | .743\*\* | .592\*\* | .478\*\* | .668\*\* | .773\*\* | .845\*\* |
| Sig. (2-tailed) | .000 |  | .000 | .049 | .001 | .000 | .001 | .008 | .000 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P3 | Pearson Correlation | .616\*\* | .749\*\* | 1 | .516\*\* | .710\*\* | .760\*\* | .720\*\* | .554\*\* | .567\*\* | .618\*\* | .867\*\* |
| Sig. (2-tailed) | .000 | .000 |  | .003 | .000 | .000 | .000 | .002 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P4 | Pearson Correlation | .441\* | .362\* | .516\*\* | 1 | .612\*\* | .572\*\* | .665\*\* | .519\*\* | .325 | .293 | .657\*\* |
| Sig. (2-tailed) | .015 | .049 | .003 |  | .000 | .001 | .000 | .003 | .080 | .116 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P5 | Pearson Correlation | .406\* | .581\*\* | .710\*\* | .612\*\* | 1 | .794\*\* | .766\*\* | .478\*\* | .623\*\* | .520\*\* | .820\*\* |
| Sig. (2-tailed) | .026 | .001 | .000 | .000 |  | .000 | .000 | .007 | .000 | .003 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P6 | Pearson Correlation | .485\*\* | .743\*\* | .760\*\* | .572\*\* | .794\*\* | 1 | .797\*\* | .652\*\* | .568\*\* | .697\*\* | .897\*\* |
| Sig. (2-tailed) | .007 | .000 | .000 | .001 | .000 |  | .000 | .000 | .001 | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P7 | Pearson Correlation | .432\* | .592\*\* | .720\*\* | .665\*\* | .766\*\* | .797\*\* | 1 | .683\*\* | .494\*\* | .593\*\* | .859\*\* |
| Sig. (2-tailed) | .017 | .001 | .000 | .000 | .000 | .000 |  | .000 | .005 | .001 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P8 | Pearson Correlation | .345 | .478\*\* | .554\*\* | .519\*\* | .478\*\* | .652\*\* | .683\*\* | 1 | .230 | .497\*\* | .692\*\* |
| Sig. (2-tailed) | .062 | .008 | .002 | .003 | .007 | .000 | .000 |  | .221 | .005 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P9 | Pearson Correlation | .568\*\* | .668\*\* | .567\*\* | .325 | .623\*\* | .568\*\* | .494\*\* | .230 | 1 | .674\*\* | .727\*\* |
| Sig. (2-tailed) | .001 | .000 | .001 | .080 | .000 | .001 | .005 | .221 |  | .000 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.P10 | Pearson Correlation | .605\*\* | .773\*\* | .618\*\* | .293 | .520\*\* | .697\*\* | .593\*\* | .497\*\* | .674\*\* | 1 | .806\*\* |
| Sig. (2-tailed) | .000 | .000 | .000 | .116 | .003 | .000 | .001 | .005 | .000 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL | Pearson Correlation | .704\*\* | .845\*\* | .867\*\* | .657\*\* | .820\*\* | .897\*\* | .859\*\* | .692\*\* | .727\*\* | .806\*\* | 1 |
| Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | | |

**Hasil Uji Reliabilitas Motivasi Kerja (Y)**

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| .932 | 10 |

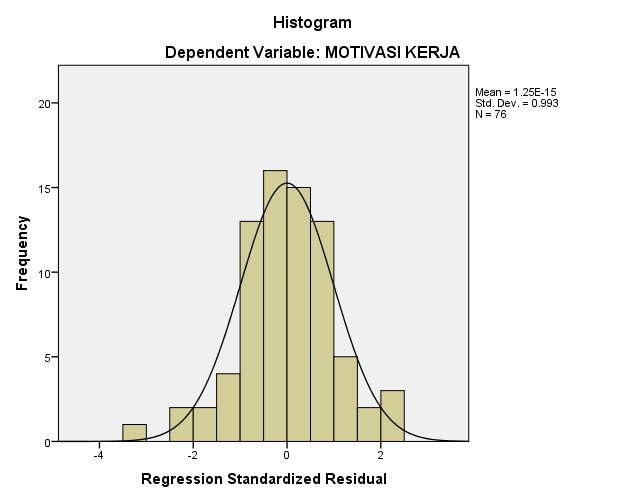
**Tabulasi Data Kuesioner Variabel Penilaian Prestasi Kerja (X)**

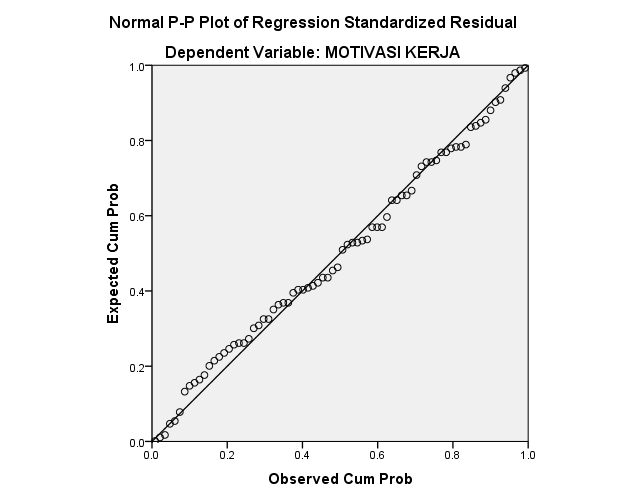
|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 4 | 4 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 35 |
| 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 37 |
| 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 36 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 5 | 3 | 3 | 36 |
| 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 2 | 31 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 35 |
| 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 47 |
| 4 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 40 |
| 3 | 3 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 40 |
| 5 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 38 |
| 5 | 4 | 3 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 35 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 31 |
| 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 39 |
| 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 5 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 4 | 3 | 5 | 5 | 4 | 5 | 5 | 4 | 45 |
| 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 44 |
| 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 36 |
| 2 | 1 | 3 | 1 | 1 | 2 | 1 | 3 | 4 | 1 | 19 |
| 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 3 | 2 | 31 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 39 |
| 3 | 4 | 3 | 5 | 3 | 5 | 3 | 2 | 2 | 3 | 33 |
| 4 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 36 |
| 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 43 |
| 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 34 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 4 | 3 | 36 |
| 2 | 2 | 4 | 3 | 3 | 2 | 4 | 4 | 3 | 3 | 30 |
| 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 38 |
| 5 | 3 | 3 | 2 | 3 | 5 | 2 | 2 | 2 | 2 | 29 |
| 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 35 |
| 4 | 3 | 3 | 5 | 4 | 5 | 3 | 4 | 3 | 2 | 36 |
| 4 | 4 | 3 | 3 | 4 | 5 | 3 | 4 | 4 | 4 | 38 |
| 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 34 |
| 4 | 4 | 3 | 2 | 4 | 2 | 2 | 4 | 4 | 4 | 33 |
| 5 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 3 | 38 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 41 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 4 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 36 |
| 3 | 2 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 24 |
| 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 36 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 33 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 35 |
| 4 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 36 |
| 5 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 2 | 2 | 30 |
| 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 33 |
| 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 41 |
| 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 44 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 3 | 2 | 3 | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 24 |
| 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 41 |
| 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 47 |
| 3 | 2 | 3 | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 25 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 5 | 4 | 5 | 3 | 3 | 5 | 1 | 4 | 4 | 4 | 38 |
| 3 | 3 | 4 | 3 | 3 | 3 | 5 | 4 | 4 | 3 | 35 |
| 3 | 3 | 3 | 4 | 3 | 4 | 2 | 4 | 4 | 2 | 32 |
| 4 | 5 | 3 | 4 | 5 | 3 | 3 | 3 | 4 | 3 | 37 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 32 |

**Tabulasi Data Kuesioner Variabel Motivasi Kerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 3 | 3 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 38 |
| 4 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 38 |
| 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 1 | 2 | 41 |
| 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 35 |
| 4 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 34 |
| 3 | 2 | 4 | 5 | 5 | 3 | 2 | 4 | 3 | 3 | 34 |
| 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 37 |
| 5 | 4 | 1 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 41 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 5 | 5 | 41 |
| 4 | 4 | 5 | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 39 |
| 3 | 4 | 4 | 5 | 5 | 5 | 3 | 4 | 2 | 2 | 37 |
| 2 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 37 |
| 3 | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 3 | 5 | 33 |
| 4 | 2 | 4 | 4 | 5 | 4 | 2 | 4 | 5 | 5 | 39 |
| 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 3 | 4 | 44 |
| 4 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 40 |
| 4 | 4 | 3 | 3 | 2 | 5 | 4 | 4 | 2 | 3 | 34 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 38 |
| 5 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 3 | 39 |
| 4 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 40 |
| 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 35 |
| 1 | 1 | 3 | 4 | 4 | 2 | 3 | 3 | 4 | 4 | 29 |
| 4 | 4 | 1 | 3 | 4 | 4 | 4 | 4 | 3 | 5 | 36 |
| 3 | 3 | 4 | 4 | 5 | 3 | 3 | 3 | 3 | 2 | 33 |
| 4 | 4 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 4 | 2 | 5 | 4 | 4 | 3 | 3 | 4 | 37 |
| 2 | 2 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 | 32 |
| 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 38 |
| 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 37 |
| 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 37 |
| 4 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 38 |
| 3 | 3 | 4 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 35 |
| 3 | 3 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 36 |
| 3 | 3 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 5 | 37 |
| 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 5 | 35 |
| 3 | 2 | 5 | 5 | 4 | 5 | 2 | 3 | 3 | 3 | 35 |
| 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 5 | 39 |
| 4 | 2 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 5 | 37 |
| 4 | 4 | 1 | 2 | 5 | 4 | 4 | 3 | 4 | 5 | 36 |
| 4 | 4 | 2 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 40 |
| 4 | 4 | 2 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 40 |
| 3 | 4 | 3 | 2 | 1 | 3 | 4 | 3 | 4 | 3 | 30 |
| 4 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 37 |
| 3 | 3 | 5 | 5 | 5 | 5 | 3 | 3 | 4 | 4 | 40 |
| 4 | 4 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 3 | 36 |
| 4 | 3 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 37 |
| 4 | 4 | 3 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 34 |
| 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 39 |
| 3 | 2 | 4 | 3 | 5 | 3 | 2 | 3 | 4 | 4 | 33 |
| 3 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 5 | 5 | 42 |
| 3 | 3 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 5 | 39 |
| 4 | 4 | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 38 |
| 3 | 3 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 35 |
| 4 | 4 | 5 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 37 |
| 3 | 2 | 3 | 3 | 3 | 5 | 2 | 2 | 5 | 5 | 33 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 4 | 3 | 3 | 4 | 4 | 5 | 3 | 4 | 3 | 5 | 38 |
| 3 | 4 | 2 | 5 | 5 | 4 | 3 | 4 | 3 | 4 | 37 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 3 | 39 |
| 3 | 3 | 5 | 5 | 5 | 3 | 3 | 3 | 2 | 2 | 34 |
| 2 | 2 | 4 | 4 | 5 | 3 | 2 | 3 | 4 | 4 | 33 |
| 3 | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 2 | 4 | 35 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 39 |
| 4 | 4 | 3 | 5 | 3 | 5 | 5 | 5 | 3 | 3 | 40 |
| 2 | 2 | 5 | 5 | 5 | 3 | 2 | 3 | 2 | 2 | 31 |
| 4 | 4 | 1 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 38 |
| 3 | 3 | 1 | 3 | 5 | 3 | 3 | 3 | 5 | 5 | 34 |
| 3 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 42 |
| 3 | 3 | 1 | 1 | 5 | 3 | 4 | 4 | 4 | 4 | 32 |
| 3 | 2 | 1 | 5 | 5 | 3 | 3 | 3 | 4 | 3 | 32 |
| 5 | 3 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 39 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 39 |
| 3 | 4 | 5 | 5 | 5 | 3 | 3 | 3 | 3 | 4 | 38 |

**Hasil Uji Normalitas**





|  |  |  |  |
| --- | --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | | |
|  | | PENILAIAN PRESTASI KERJA | MOTIVASI KERJA |
| N | | 76 | 76 |
| Normal Parametersa,b | Mean | 36.86 | 36.96 |
| Std. Deviation | 5.932 | 3.649 |
| Most Extreme Differences | Absolute | .101 | .110 |
| Positive | .101 | .097 |
| Negative | -.088 | -.110 |
| Kolmogorov-Smirnov Z | | .877 | .955 |
| Asymp. Sig. (2-tailed) | | .425 | .321 |
| a. Test distribution is Normal. | | | |
| b. Calculated from data. | | | |

**Hasil Uji Regresi Linier Sederhana**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 20.099 | 1.784 |  | 11.264 | .000 |
| PENILAIAN PRESTASI KERJA | .458 | .048 | .744 | 9.570 | .000 |
| a. Dependent Variable: MOTIVASI KERJA | | | | | | |

**Hasil Uji Parsial (Uji t)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 20.099 | 1.784 |  | 11.264 | .000 |
| PENILAIAN PRESTASI KERJA | .458 | .048 | .744 | 9.570 | .000 |
| a. Dependent Variable: MOTIVASI KERJA | | | | | | |

**Hasil Uji Koefisien Determinasi (R2)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .744a | .553 | .547 | 2.456 |
| a. Predictors: (Constant), PENILAIAN PRESTASI KERJA | | | | |
| b. Dependent Variable: MOTIVASI KERJA | | | | |

**Titik Persentase Distribusi t (df = 1 – 80)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **1** | 1.00000 | 3.07768 | 6.31375 | 12.70620 | 31.82052 | 63.65674 | 318.30884 |
| **2** | 0.81650 | 1.88562 | 2.91999 | 4.30265 | 6.96456 | 9.92484 | 22.32712 |
| **3** | 0.76489 | 1.63774 | 2.35336 | 3.18245 | 4.54070 | 5.84091 | 10.21453 |
| **4** | 0.74070 | 1.53321 | 2.13185 | 2.77645 | 3.74695 | 4.60409 | 7.17318 |
| **5** | 0.72669 | 1.47588 | 2.01505 | 2.57058 | 3.36493 | 4.03214 | 5.89343 |
| **6** | 0.71756 | 1.43976 | 1.94318 | 2.44691 | 3.14267 | 3.70743 | 5.20763 |
| **7** | 0.71114 | 1.41492 | 1.89458 | 2.36462 | 2.99795 | 3.49948 | 4.78529 |
| **8** | 0.70639 | 1.39682 | 1.85955 | 2.30600 | 2.89646 | 3.35539 | 4.50079 |
| **9** | 0.70272 | 1.38303 | 1.83311 | 2.26216 | 2.82144 | 3.24984 | 4.29681 |
| **10** | 0.69981 | 1.37218 | 1.81246 | 2.22814 | 2.76377 | 3.16927 | 4.14370 |
| **11** | 0.69745 | 1.36343 | 1.79588 | 2.20099 | 2.71808 | 3.10581 | 4.02470 |
| **12** | 0.69548 | 1.35622 | 1.78229 | 2.17881 | 2.68100 | 3.05454 | 3.92963 |
| **13** | 0.69383 | 1.35017 | 1.77093 | 2.16037 | 2.65031 | 3.01228 | 3.85198 |
| **14** | 0.69242 | 1.34503 | 1.76131 | 2.14479 | 2.62449 | 2.97684 | 3.78739 |
| **15** | 0.69120 | 1.34061 | 1.75305 | 2.13145 | 2.60248 | 2.94671 | 3.73283 |
| **16** | 0.69013 | 1.33676 | 1.74588 | 2.11991 | 2.58349 | 2.92078 | 3.68615 |
| **17** | 0.68920 | 1.33338 | 1.73961 | 2.10982 | 2.56693 | 2.89823 | 3.64577 |
| **18** | 0.68836 | 1.33039 | 1.73406 | 2.10092 | 2.55238 | 2.87844 | 3.61048 |
| **19** | 0.68762 | 1.32773 | 1.72913 | 2.09302 | 2.53948 | 2.86093 | 3.57940 |
| **20** | 0.68695 | 1.32534 | 1.72472 | 2.08596 | 2.52798 | 2.84534 | 3.55181 |
| **21** | 0.68635 | 1.32319 | 1.72074 | 2.07961 | 2.51765 | 2.83136 | 3.52715 |
| **22** | 0.68581 | 1.32124 | 1.71714 | 2.07387 | 2.50832 | 2.81876 | 3.50499 |
| **23** | 0.68531 | 1.31946 | 1.71387 | 2.06866 | 2.49987 | 2.80734 | 3.48496 |
| **24** | 0.68485 | 1.31784 | 1.71088 | 2.06390 | 2.49216 | 2.79694 | 3.46678 |
| **25** | 0.68443 | 1.31635 | 1.70814 | 2.05954 | 2.48511 | 2.78744 | 3.45019 |
| **26** | 0.68404 | 1.31497 | 1.70562 | 2.05553 | 2.47863 | 2.77871 | 3.43500 |
| **27** | 0.68368 | 1.31370 | 1.70329 | 2.05183 | 2.47266 | 2.77068 | 3.42103 |
| **28** | 0.68335 | 1.31253 | 1.70113 | 2.04841 | 2.46714 | 2.76326 | 3.40816 |
| **29** | 0.68304 | 1.31143 | 1.69913 | 2.04523 | 2.46202 | 2.75639 | 3.39624 |
| **30** | 0.68276 | 1.31042 | 1.69726 | 2.04227 | 2.45726 | 2.75000 | 3.38518 |
| **31** | 0.68249 | 1.30946 | 1.69552 | 2.03951 | 2.45282 | 2.74404 | 3.37490 |
| **32** | 0.68223 | 1.30857 | 1.69389 | 2.03693 | 2.44868 | 2.73848 | 3.36531 |
| **33** | 0.68200 | 1.30774 | 1.69236 | 2.03452 | 2.44479 | 2.73328 | 3.35634 |
| **34** | 0.68177 | 1.30695 | 1.69092 | 2.03224 | 2.44115 | 2.72839 | 3.34793 |
| **35** | 0.68156 | 1.30621 | 1.68957 | 2.03011 | 2.43772 | 2.72381 | 3.34005 |
| **36** | 0.68137 | 1.30551 | 1.68830 | 2.02809 | 2.43449 | 2.71948 | 3.33262 |
| **37** | 0.68118 | 1.30485 | 1.68709 | 2.02619 | 2.43145 | 2.71541 | 3.32563 |
| **38** | 0.68100 | 1.30423 | 1.68595 | 2.02439 | 2.42857 | 2.71156 | 3.31903 |
| **39** | 0.68083 | 1.30364 | 1.68488 | 2.02269 | 2.42584 | 2.70791 | 3.31279 |
| **40** | 0.68067 | 1.30308 | 1.68385 | 2.02108 | 2.42326 | 2.70446 | 3.30688 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Pr** | **0.25** | **0.10** | **0.05** | **0.025** | **0.01** | **0.005** | **0.001** |
| **df** | **0.50** | **0.20** | **0.10** | **0.050** | **0.02** | **0.010** | **0.002** |
| **41** | 0.68052 | 1.30254 | 1.68288 | 2.01954 | 2.42080 | 2.70118 | 3.30127 |
| **42** | 0.68038 | 1.30204 | 1.68195 | 2.01808 | 2.41847 | 2.69807 | 3.29595 |
| **43** | 0.68024 | 1.30155 | 1.68107 | 2.01669 | 2.41625 | 2.69510 | 3.29089 |
| **44** | 0.68011 | 1.30109 | 1.68023 | 2.01537 | 2.41413 | 2.69228 | 3.28607 |
| **45** | 0.67998 | 1.30065 | 1.67943 | 2.01410 | 2.41212 | 2.68959 | 3.28148 |
| **46** | 0.67986 | 1.30023 | 1.67866 | 2.01290 | 2.41019 | 2.68701 | 3.27710 |
| **47** | 0.67975 | 1.29982 | 1.67793 | 2.01174 | 2.40835 | 2.68456 | 3.27291 |
| **48** | 0.67964 | 1.29944 | 1.67722 | 2.01063 | 2.40658 | 2.68220 | 3.26891 |
| **49** | 0.67953 | 1.29907 | 1.67655 | 2.00958 | 2.40489 | 2.67995 | 3.26508 |
| **50** | 0.67943 | 1.29871 | 1.67591 | 2.00856 | 2.40327 | 2.67779 | 3.26141 |
| **51** | 0.67933 | 1.29837 | 1.67528 | 2.00758 | 2.40172 | 2.67572 | 3.25789 |
| **52** | 0.67924 | 1.29805 | 1.67469 | 2.00665 | 2.40022 | 2.67373 | 3.25451 |
| **53** | 0.67915 | 1.29773 | 1.67412 | 2.00575 | 2.39879 | 2.67182 | 3.25127 |
| **54** | 0.67906 | 1.29743 | 1.67356 | 2.00488 | 2.39741 | 2.66998 | 3.24815 |
| **55** | 0.67898 | 1.29713 | 1.67303 | 2.00404 | 2.39608 | 2.66822 | 3.24515 |
| **56** | 0.67890 | 1.29685 | 1.67252 | 2.00324 | 2.39480 | 2.66651 | 3.24226 |
| **57** | 0.67882 | 1.29658 | 1.67203 | 2.00247 | 2.39357 | 2.66487 | 3.23948 |
| **58** | 0.67874 | 1.29632 | 1.67155 | 2.00172 | 2.39238 | 2.66329 | 3.23680 |
| **59** | 0.67867 | 1.29607 | 1.67109 | 2.00100 | 2.39123 | 2.66176 | 3.23421 |
| **60** | 0.67860 | 1.29582 | 1.67065 | 2.00030 | 2.39012 | 2.66028 | 3.23171 |
| **61** | 0.67853 | 1.29558 | 1.67022 | 1.99962 | 2.38905 | 2.65886 | 3.22930 |
| **62** | 0.67847 | 1.29536 | 1.66980 | 1.99897 | 2.38801 | 2.65748 | 3.22696 |
| **63** | 0.67840 | 1.29513 | 1.66940 | 1.99834 | 2.38701 | 2.65615 | 3.22471 |
| **64** | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| **65** | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| **66** | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| **67** | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| **68** | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| **69** | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| **70** | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| **71** | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| **72** | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| **73** | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| **74** | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |
| **75** | 0.67778 | 1.29294 | 1.66543 | 1.99210 | 2.37710 | 2.64298 | 3.20249 |
| **76** | 0.67773 | 1.29279 | 1.66515 | 1.99167 | 2.37642 | 2.64208 | 3.20096 |
| **77** | 0.67769 | 1.29264 | 1.66488 | 1.99125 | 2.37576 | 2.64120 | 3.19948 |
| **78** | 0.67765 | 1.29250 | 1.66462 | 1.99085 | 2.37511 | 2.64034 | 3.19804 |
| **79** | 0.67761 | 1.29236 | 1.66437 | 1.99045 | 2.37448 | 2.63950 | 3.19663 |
| **80** | 0.67757 | 1.29222 | 1.66412 | 1.99006 | 2.37387 | 2.63869 | 3.19526 |