LAMPIRAN

**Lampiran 1**

**LEMBAR KUESIONER**

Responden yang Hormat,

Kami memohon kesediaan bapak/Ibu untuk dapat menjawab pertanyaan yang terdapat dalam kuisioner berikut ini dengan sebenar-benarnya sesuai dengan apa yang Bapak/Ibu alami/rasakan. Adapun tujuan kuisioner ini adalah untuk kepentingan ilmiah semata dalam rangka penulisan skripsi, karena itu kami akan menjamin kerahasiaan kuisioner yang Bapak/Ibu isi ini nantinya.

Dengan segala kerendahan hati, saya mohon bantuan Bapak/Ibu untuk mengisi kuisioner ini yang akan saya gunakan untuk penelitian saya dengan judul **Pengaruh Pengawasan dan Motivasi terhadap Kinerja Pegawai pada PDAM** **Tirtanadi Cabang Limau Manis Kecamatan Tanjung Morawa dan Cabang Medan Amplas**.

Selanjutnya setelah Bapak/Ibu mengisi kuisioner ini, mohon untuk menyerahkan kembali kuisioner ini kepada orang yang memberikan kuisioner ini pertama kali.

Atas kesediaan dan partisipasi Bapak/Ibu sekalian, kami mengucapkan terima kasih yang sebesar-besarnya.

Medan, Juli 2021 Hormat saya,

(Ridho Wan Hadisti)

Mohon untuk mengisi bagian yang membutuhkan jawaban tertulis di bawah ini

**IDENTITAS RESPONDEN**

1. Nomor Responden : .....
2. Jenis Kelamin : a. Pria
3. Wanita
4. Umur Responden : ……… Tahun
5. Jenjang Pendidikan : …………………………….

**PETUNJUK PENGISISAN**

1. Jawablah pernyataan di bawah ini yang paling sesuai menurut pendapat Bapak/Ibu dengan cara memberikan tanda checklist (√) atau tanda (X) pada lajur yang tersedia.
2. Jawaban atas pertanyaan tersebut tidak ada yang benar atau salah, karena kami hanya ingin mengetahui pendapat Bapak/Ibu masing-masing dengan menjawab semua pertanyaan yang ada.
3. Jawaban yang tersedia ada 5 (lima) Pilihan yaitu:
4. SS = Sangat Setuju
5. S = Setuju
6. KS = Kurang setuju
7. TS = Tidak Setuju
8. STS = Sangat Tidak Setuju

**VARIABEL PENGAWASAN (X1)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **PERNYATAAN** | **Pilihan jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Pimpinan mengamati pengawasan secara langsung kepada pegawainya |  |  |  |  |  |
| 2 | Pimpinan sudah melakukan pengamatan terhadap pengawasan dengan memberikan bimbingan kepada pegawai |  |  |  |  |  |
| 3 | Pimpinan telah memberikan Inspeksi langsung dan rutin pengawasan dengan bawahannya |  |  |  |  |  |
| 4 | Pimpinan sudah memberikan tindakan tegas secara rutin apabila melanggar aturan |  |  |  |  |  |
| 5 | Tindakan koreksi sangat dibutuhkan dalam pengawasan setiap seluruh pegawai dan tenaga kerja kontrak |  |  |  |  |  |
| 6 | Pengawasan harus dilakukan secara fleksibel (tidak terlalu ketat) oleh atasan |  |  |  |  |  |
| 7 | Dengan adanya pengawasan maka pengukuran kinerja akan diketahui kualitas dalam bekerjanya |  |  |  |  |  |
| 8 | Pengawasan dengan bantuan CCTV akan lebih efektif dan efisien bagi pegawai, pimpinan dan tenaga kontrak |  |  |  |  |  |
| 9 | Atasan sering berdiskusi dengan Bapak/ Ibu ketika menghadapi pekerjaan yang sangat sulit |  |  |  |  |  |
| 10 | Perhatian yang diberikan oleh pimpinan kepada bawahan atau pegawai merupakan sikap pengawasan secara tidak langsung |  |  |  |  |  |

**VARIABEL MOTIVASI KERJA (X2)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **PERNYATAAN** | **Pilihan jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Pegawai sudah melakukan kinerja dengan baik secara kualitas maupun kuantitas |  |  |  |  |  |
| 2 | Pegawai mampu menciptakan iklim yang kondusif dalam lingkungan kerja |  |  |  |  |  |
| 3 | Pegawai termotivasi adanya Penghargaan untuk bekerja keras |  |  |  |  |  |
| 4 | Pegawai sudah menerima pujian secara lisan terhadap keberhasilan tugas yang baik |  |  |  |  |  |
| 5 | Pegawai menyukai pekerjaan yang memerlukan tantangan dan tidak membosankan |  |  |  |  |  |
| 6 | Pegawai bersedia menghadapi tantangan untuk keberhasilan yang diinginkan |  |  |  |  |  |
| 7 | Pegawai selalu menjalankan tanggung jawab dengan sungguh-sungguh sesuai jabatan |  |  |  |  |  |
| 8 | Pegawai bekerja dengan menetapkan pemberian tanggungjawab yang jelas pada setiap masing-masing pekerjaannya |  |  |  |  |  |
| 9 | Pegawai sudah mengembangan diri dalam pekerjaan agar tercapainya produktivitas kerja |  |  |  |  |  |
| 10 | Pegawai mempunyai minat untuk dipromosikan dalam jabatan tertentu |  |  |  |  |  |
| 11 | Pegawai terlibat dalam membantu penyelesaian pekerjaan |  |  |  |  |  |
| 12 | Pegawai ingin terlibat dalam pekerjaan dan hampir sebagian besar waktunya |  |  |  |  |  |
| 13 | Pegawai memberikan kesempatan sesama rekan kerja untuk memperoleh promosi jabatan |  |  |  |  |  |
| 14 | Pegawai selalu memberikan kesempatan untuk berkreatifitas sendiri dalam melaksanakan pekerjaannya |  |  |  |  |  |

**VARIABEL KINERJA PEGAWAI (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **PERNYATAAN** | **Pilihan jawaban** | | | | |
| **SS** | **S** | **KS** | **TS** | **STS** |
| 1 | Pegawai memiliki tingkat kualitas kerja yang cukup tinggi |  |  |  |  |  |
| 2 | Pegawai berusaha menghasilkan kualitas kerja yang baik dibandingkan dengan rekan kerja |  |  |  |  |  |
| 3 | Pegawai telah menyelesaikan pekerjaan dengan ketepatan waktu yang telah ditetapkan |  |  |  |  |  |
| 4 | Pegawai datang dan pulang kerja sesuai dengan waktu yang ditentukan |  |  |  |  |  |
| 5 | Pegawai memiliki inisiatif yang berguna membantu penyelesaian pekerjaan yang lebih baik |  |  |  |  |  |
| 6 | Pegawai sudah menunjukkan kesediaan melakukan pekerjaan tanpa diperintah oleh atasan |  |  |  |  |  |
| 7 | Pegawai mempunyai kemampuan memahami tugas pada bidang pekerjaan saya secara detail |  |  |  |  |  |
| 8 | Pegawai memiliki kemampuan skill apabila dipekerjakan |  |  |  |  |  |
| 9 | Pegawai sudah menjalin hubungan komunikasi kerja dengan atasan dengan baik |  |  |  |  |  |
| 10 | Pegawai diberi teguran oleh atasan atas kesalahan/kelalaian kerja yang dilakukanya |  |  |  |  |  |

**Lampiran 2**

Uji coba Jawaban Responden untuk Memvalid dan reliabilitas Penelitian

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | PENGAWASAN | | | | | | | | | |
| P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P10 |
| 1 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
| 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 5 | 3 | 3 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 |
| 7 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 9 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 |
| 12 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 14 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 15 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 16 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 4 |
| 17 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 |
| 18 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 19 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 20 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 21 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 |
| 22 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 23 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 |
| 24 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 25 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 |
| 26 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 27 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 |
| 28 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |
| 29 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 |
| 30 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 |

Sumber : Data diolah peneliti (2021)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | MOTIVASI | | | | | | | | | | | | | |
| M1 | M2 | M3 | M4 | M5 | M6 | M7 | M8 | M9 | M10 | M11 | M12 | M13 | M14 |
| 1 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 |
| 2 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 3 | 4 | 5 |
| 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 |
| 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 5 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 6 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 |
| 7 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 3 | 5 | 5 | 4 | 5 | 3 | 5 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 5 | 4 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 |
| 14 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 |
| 15 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 16 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 |
| 17 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 |
| 18 | 5 | 4 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 4 | 3 | 3 |
| 19 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 20 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 |
| 21 | 3 | 4 | 4 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 5 | 4 |
| 22 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 |
| 23 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 |
| 24 | 5 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 5 |
| 25 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 |
| 26 | 5 | 5 | 4 | 3 | 5 | 4 | 5 | 4 | 3 | 5 | 5 | 5 | 4 | 3 |
| 27 | 4 | 4 | 4 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 4 | 3 | 5 |
| 28 | 5 | 4 | 4 | 4 | 5 | 4 | 3 | 5 | 4 | 5 | 5 | 4 | 4 | 4 |
| 29 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 4 | 3 |
| 30 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 |

Sumber : Data diolah peneliti (2021)

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | KIENRJA PEGAWAI | | | | | | | | | |
| K1 | K2 | K3 | K4 | K5 | K6 | K7 | K8 | K9 | K10 |
| 1 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 |
| 2 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 |
| 3 | 3 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 4 |
| 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 |
| 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |
| 6 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 7 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 9 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 10 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 5 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 13 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 14 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 3 | 5 |
| 15 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 |
| 16 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 |
| 17 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 18 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 19 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 20 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 |
| 21 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 |
| 22 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 3 |
| 23 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 |
| 24 | 4 | 5 | 4 | 4 | 2 | 4 | 2 | 5 | 4 | 5 |
| 25 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 5 | 4 |
| 26 | 5 | 3 | 5 | 4 | 5 | 4 | 5 | 3 | 5 | 3 |
| 27 | 4 | 5 | 4 | 3 | 4 | 3 | 4 | 5 | 4 | 5 |
| 28 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 |
| 29 | 5 | 3 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 3 |
| 30 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 5 |

Sumber : Data diolah peneliti (2021)

**Uji Validitas Pengawasan**

| **Item-Total Statistics** | | | | |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| P1 | 36.9333 | 30.685 | .541 | .938 |
| P2 | 36.9000 | 29.472 | .868 | .922 |
| P3 | 36.5667 | 30.875 | .600 | .934 |
| P4 | 36.8000 | 28.372 | .876 | .920 |
| P5 | 36.9000 | 29.955 | .738 | .927 |
| P6 | 36.7333 | 29.306 | .822 | .923 |
| P7 | 36.9000 | 29.472 | .868 | .922 |
| P8 | 36.6667 | 31.402 | .520 | .938 |
| P9 | 36.8000 | 28.372 | .876 | .920 |
| P10 | 36.9000 | 29.955 | .738 | .927 |

Sumber : Hasil Pengolahan Data SPSS

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .934 | 10 |

Sumber : Hasil Pengolahan Data SPSS

**Uji Validitas Motivasi**

| **Item-Total Statistics** | | | | |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| M1 | 52.9667 | 42.378 | .588 | .902 |
| M2 | 53.0667 | 41.720 | .719 | .896 |
| M3 | 53.2333 | 43.633 | .546 | .903 |
| M4 | 52.9333 | 41.926 | .661 | .898 |
| M5 | 52.9000 | 42.300 | .650 | .899 |
| M6 | 53.1000 | 43.334 | .612 | .901 |
| M7 | 52.9667 | 42.585 | .607 | .901 |
| M8 | 52.8667 | 43.223 | .579 | .902 |
| M9 | 52.9000 | 42.714 | .604 | .901 |
| M10 | 52.9000 | 43.334 | .500 | .905 |
| M11 | 53.0000 | 42.621 | .579 | .902 |
| M12 | 53.0667 | 41.720 | .719 | .896 |
| M13 | 53.1000 | 43.334 | .612 | .901 |
| M14 | 52.8667 | 42.947 | .565 | .902 |

Sumber : Hasil Pengolahan Data SPSS

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .907 | 14 |

Sumber : Hasil Pengolahan Data SPSS

**Uji Validitas Kinerja**

| **Item-Total Statistics** | | | | |
| --- | --- | --- | --- | --- |
|  | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
| K1 | 36.7333 | 23.720 | .543 | .885 |
| K2 | 36.6000 | 22.455 | .699 | .874 |
| K3 | 36.7333 | 24.685 | .440 | .891 |
| K4 | 36.7667 | 23.220 | .704 | .874 |
| K5 | 36.7000 | 22.355 | .679 | .875 |
| K6 | 36.7000 | 23.666 | .629 | .879 |
| K7 | 36.6000 | 22.800 | .605 | .881 |
| K8 | 36.6000 | 22.455 | .699 | .874 |
| K9 | 36.6000 | 23.007 | .617 | .880 |
| K10 | 36.5667 | 22.875 | .668 | .876 |

Sumber : Hasil Pengolahan Data SPSS

| **Reliability Statistics** | |
| --- | --- |
| Cronbach's Alpha | N of Items |
| .890 | 10 |

Sumber : Hasil Pengolahan Data SPSS

**Lampiran 3**

**Jawaban Responden terhadap Pengawasan (X1)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **PENGAWASAN** | | | | | | | | | | **Total X1** |
| **P1** | **P2** | **P3** | **P4** | **P5** | **P6** | **P7** | **P8** | **P9** | **P10** |
| 1 | 5 | 5 | 2 | 5 | 4 | 3 | 2 | 5 | 4 | 5 | 40 |
| 2 | 4 | 3 | 1 | 4 | 3 | 2 | 2 | 5 | 3 | 3 | 30 |
| 3 | 5 | 3 | 3 | 3 | 3 | 1 | 1 | 3 | 3 | 3 | 28 |
| 4 | 4 | 4 | 5 | 4 | 3 | 1 | 5 | 3 | 3 | 3 | 35 |
| 5 | 5 | 4 | 1 | 5 | 4 | 1 | 2 | 4 | 4 | 4 | 34 |
| 6 | 5 | 3 | 2 | 5 | 5 | 2 | 2 | 3 | 5 | 5 | 37 |
| 7 | 4 | 3 | 2 | 4 | 3 | 2 | 2 | 3 | 3 | 3 | 29 |
| 8 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 27 |
| 9 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 36 |
| 10 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 5 | 38 |
| 11 | 5 | 5 | 1 | 5 | 5 | 3 | 3 | 4 | 5 | 5 | 41 |
| 12 | 4 | 4 | 3 | 4 | 4 | 3 | 2 | 4 | 4 | 4 | 36 |
| 13 | 3 | 3 | 2 | 3 | 5 | 2 | 3 | 4 | 5 | 4 | 34 |
| 14 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 41 |
| 15 | 4 | 3 | 3 | 4 | 4 | 3 | 2 | 5 | 4 | 4 | 36 |
| 16 | 5 | 4 | 1 | 5 | 5 | 2 | 2 | 4 | 5 | 4 | 37 |
| 17 | 4 | 4 | 1 | 4 | 5 | 2 | 2 | 5 | 5 | 4 | 36 |
| 18 | 3 | 3 | 2 | 3 | 5 | 2 | 2 | 4 | 5 | 4 | 33 |
| 19 | 4 | 5 | 2 | 4 | 4 | 2 | 2 | 5 | 4 | 4 | 36 |
| 20 | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 5 | 37 |
| 21 | 5 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 3 | 4 | 41 |
| 22 | 4 | 4 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 23 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 24 | 2 | 5 | 2 | 2 | 5 | 3 | 3 | 4 | 4 | 4 | 34 |
| 25 | 5 | 4 | 2 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 37 |
| 26 | 5 | 4 | 2 | 5 | 5 | 3 | 3 | 5 | 5 | 5 | 42 |
| 27 | 4 | 4 | 2 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 37 |
| 28 | 3 | 4 | 2 | 3 | 5 | 3 | 3 | 5 | 5 | 4 | 37 |
| 29 | 4 | 4 | 2 | 4 | 5 | 3 | 3 | 5 | 5 | 5 | 40 |
| 30 | 5 | 4 | 3 | 5 | 5 | 3 | 3 | 5 | 5 | 4 | 42 |
| 31 | 5 | 5 | 3 | 5 | 4 | 3 | 3 | 5 | 4 | 5 | 42 |
| 32 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 3 | 34 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 34 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 33 |
| 35 | 5 | 4 | 3 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 39 |
| 36 | 5 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 5 | 5 | 40 |
| 37 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 39 | 4 | 4 | 3 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 36 |
| 40 | 4 | 3 | 3 | 4 | 4 | 2 | 3 | 5 | 4 | 5 | 37 |
| 41 | 5 | 5 | 3 | 5 | 5 | 2 | 3 | 4 | 5 | 5 | 42 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 43 | 3 | 3 | 1 | 3 | 5 | 1 | 4 | 4 | 5 | 4 | 33 |
| 44 | 5 | 4 | 2 | 5 | 4 | 2 | 3 | 5 | 4 | 5 | 39 |
| 45 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 40 |
| 46 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 44 |
| 47 | 4 | 4 | 2 | 4 | 5 | 2 | 5 | 5 | 5 | 4 | 40 |
| 48 | 3 | 3 | 2 | 3 | 5 | 2 | 3 | 4 | 5 | 4 | 34 |
| 49 | 4 | 5 | 3 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 39 |
| 50 | 4 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 4 | 5 | 42 |
| 51 | 5 | 4 | 5 | 5 | 3 | 2 | 4 | 4 | 3 | 4 | 39 |
| 52 | 4 | 4 | 2 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 31 |
| 53 | 3 | 3 | 5 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 35 |
| 54 | 2 | 5 | 2 | 2 | 5 | 2 | 3 | 4 | 4 | 4 | 33 |
| 55 | 5 | 4 | 1 | 5 | 4 | 1 | 3 | 4 | 4 | 3 | 34 |
| 56 | 5 | 4 | 1 | 5 | 5 | 1 | 3 | 5 | 5 | 5 | 39 |
| 57 | 4 | 4 | 1 | 4 | 4 | 1 | 3 | 5 | 4 | 4 | 34 |
| 58 | 3 | 4 | 2 | 3 | 5 | 2 | 3 | 5 | 5 | 4 | 36 |
| 59 | 4 | 4 | 2 | 4 | 5 | 2 | 4 | 5 | 5 | 5 | 40 |
| 60 | 5 | 4 | 2 | 5 | 5 | 2 | 3 | 5 | 5 | 4 | 40 |
| 61 | 5 | 5 | 1 | 5 | 4 | 1 | 3 | 5 | 4 | 5 | 38 |
| 62 | 4 | 3 | 1 | 4 | 3 | 1 | 3 | 5 | 3 | 3 | 30 |
| 63 | 5 | 3 | 1 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 28 |
| 64 | 4 | 4 | 1 | 4 | 3 | 1 | 3 | 3 | 3 | 3 | 29 |
| 65 | 5 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 41 |
| 66 | 5 | 3 | 2 | 5 | 5 | 2 | 3 | 3 | 5 | 5 | 38 |
| 67 | 4 | 3 | 4 | 4 | 3 | 4 | 1 | 3 | 3 | 3 | 32 |
| 68 | 3 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 3 | 3 | 27 |
| 69 | 4 | 4 | 2 | 4 | 4 | 1 | 4 | 4 | 4 | 4 | 35 |
| 70 | 4 | 3 | 2 | 4 | 4 | 2 | 3 | 5 | 4 | 5 | 36 |
| 71 | 5 | 5 | 1 | 5 | 5 | 1 | 1 | 4 | 5 | 5 | 37 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 73 | 3 | 3 | 2 | 3 | 5 | 2 | 2 | 4 | 5 | 4 | 33 |
| 74 | 5 | 4 | 2 | 5 | 4 | 2 | 4 | 5 | 4 | 5 | 40 |
| 75 | 4 | 3 | 1 | 4 | 4 | 1 | 1 | 5 | 4 | 4 | 31 |
| 76 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 77 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 44 |
| 78 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 37 |
| 79 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 44 |
| 80 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 43 |
| 81 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 41 |

Sumber : Data diolah peneliti (2021)

**Jawaban Responden terhadap Motivasi (X2)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **MOTIVASI** | | | | | | | | | | | | | | **Total X2** |
| **M1** | **M2** | **M3** | **M4** | **M5** | **M6** | **M7** | **M8** | **M9** | **M10** | **M11** | **M12** | **M13** | **M14** |
| 1 | 5 | 1 | 5 | 5 | 5 | 4 | 1 | 5 | 5 | 2 | 5 | 3 | 5 | 4 | 55 |
| 2 | 4 | 1 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 1 | 5 | 3 | 4 | 4 | 49 |
| 3 | 3 | 2 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 47 |
| 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 3 | 54 |
| 5 | 4 | 2 | 5 | 5 | 5 | 4 | 1 | 4 | 4 | 1 | 4 | 5 | 5 | 3 | 52 |
| 6 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 5 | 4 | 61 |
| 7 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 2 | 5 | 3 | 4 | 5 | 54 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 2 | 4 | 4 | 3 | 3 | 42 |
| 9 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 3 | 52 |
| 10 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 5 | 4 | 53 |
| 11 | 5 | 3 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 1 | 4 | 4 | 5 | 4 | 59 |
| 12 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 3 | 5 | 4 | 4 | 5 | 55 |
| 13 | 3 | 2 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 2 | 4 | 2 | 3 | 4 | 46 |
| 14 | 4 | 2 | 5 | 5 | 5 | 4 | 1 | 4 | 3 | 3 | 3 | 3 | 5 | 5 | 52 |
| 15 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 56 |
| 16 | 5 | 2 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 1 | 4 | 2 | 5 | 4 | 56 |
| 17 | 4 | 2 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 1 | 5 | 4 | 4 | 5 | 55 |
| 18 | 3 | 4 | 3 | 3 | 3 | 5 | 1 | 5 | 4 | 2 | 4 | 3 | 3 | 5 | 48 |
| 19 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 4 | 5 | 50 |
| 20 | 4 | 2 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 55 |
| 21 | 5 | 5 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 22 | 4 | 2 | 4 | 3 | 4 | 3 | 3 | 3 | 5 | 2 | 5 | 3 | 3 | 3 | 47 |
| 23 | 3 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 4 | 3 | 4 | 3 | 44 |
| 24 | 4 | 2 | 2 | 5 | 2 | 5 | 1 | 5 | 3 | 2 | 3 | 3 | 5 | 3 | 45 |
| 25 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 4 | 5 | 50 |
| 26 | 4 | 2 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 2 | 5 | 2 | 3 | 4 | 54 |
| 27 | 3 | 2 | 4 | 5 | 4 | 4 | 3 | 4 | 5 | 2 | 5 | 2 | 5 | 5 | 53 |
| 28 | 4 | 3 | 3 | 4 | 3 | 5 | 1 | 5 | 4 | 2 | 4 | 2 | 4 | 4 | 48 |
| 29 | 4 | 3 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 2 | 3 | 2 | 3 | 5 | 50 |
| 30 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 3 | 4 | 1 | 5 | 5 | 59 |
| 31 | 5 | 3 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 3 | 5 | 2 | 5 | 5 | 61 |
| 32 | 4 | 3 | 4 | 4 | 4 | 3 | 1 | 4 | 5 | 3 | 5 | 2 | 4 | 4 | 50 |
| 33 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 47 |
| 34 | 4 | 3 | 4 | 4 | 4 | 3 | 5 | 4 | 3 | 3 | 5 | 2 | 4 | 3 | 51 |
| 35 | 4 | 3 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 2 | 5 | 3 | 56 |
| 36 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 5 | 2 | 5 | 4 | 60 |
| 37 | 4 | 3 | 4 | 4 | 4 | 3 | 1 | 3 | 5 | 3 | 5 | 2 | 4 | 5 | 50 |
| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 45 |
| 39 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 3 | 51 |
| 40 | 3 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 4 | 1 | 5 | 4 | 51 |
| 41 | 5 | 3 | 5 | 5 | 5 | 5 | 1 | 5 | 4 | 3 | 4 | 2 | 5 | 4 | 56 |
| 42 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 56 |
| 43 | 3 | 4 | 3 | 3 | 3 | 5 | 3 | 5 | 4 | 1 | 4 | 4 | 3 | 4 | 49 |
| 44 | 4 | 2 | 5 | 5 | 5 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 5 | 5 | 53 |
| 45 | 5 | 2 | 4 | 4 | 4 | 4 | 1 | 4 | 5 | 4 | 5 | 2 | 4 | 4 | 52 |
| 46 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 60 |
| 47 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 58 |
| 48 | 3 | 2 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 2 | 4 | 2 | 3 | 5 | 49 |
| 49 | 4 | 2 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 2 | 4 | 5 | 51 |
| 50 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 5 | 4 | 56 |
| 51 | 5 | 2 | 5 | 4 | 5 | 3 | 3 | 3 | 4 | 5 | 4 | 2 | 4 | 4 | 53 |
| 52 | 4 | 2 | 4 | 3 | 4 | 3 | 2 | 3 | 5 | 2 | 5 | 2 | 3 | 3 | 45 |
| 53 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 51 |
| 54 | 4 | 4 | 2 | 5 | 2 | 5 | 3 | 5 | 3 | 2 | 3 | 4 | 5 | 3 | 50 |
| 55 | 4 | 2 | 5 | 4 | 5 | 4 | 4 | 4 | 2 | 1 | 2 | 2 | 4 | 5 | 48 |
| 56 | 4 | 2 | 5 | 3 | 5 | 5 | 1 | 5 | 5 | 1 | 5 | 2 | 3 | 4 | 50 |
| 57 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 1 | 5 | 3 | 5 | 5 | 56 |
| 58 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 2 | 4 | 3 | 4 | 4 | 52 |
| 59 | 4 | 2 | 4 | 3 | 4 | 5 | 5 | 4 | 3 | 2 | 3 | 2 | 3 | 5 | 49 |
| 60 | 4 | 1 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 2 | 4 | 1 | 5 | 5 | 55 |
| 61 | 5 | 1 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 1 | 5 | 1 | 5 | 5 | 57 |
| 62 | 4 | 3 | 4 | 4 | 4 | 3 | 1 | 4 | 5 | 1 | 5 | 1 | 4 | 4 | 47 |
| 63 | 3 | 3 | 3 | 3 | 5 | 3 | 5 | 3 | 4 | 1 | 4 | 2 | 4 | 3 | 46 |
| 64 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 1 | 5 | 2 | 4 | 3 | 47 |
| 65 | 4 | 3 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 5 | 3 | 55 |
| 66 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 2 | 5 | 1 | 5 | 4 | 58 |
| 67 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 5 | 1 | 4 | 5 | 52 |
| 68 | 3 | 3 | 3 | 3 | 3 | 3 | 1 | 3 | 4 | 2 | 4 | 2 | 3 | 3 | 40 |
| 69 | 4 | 2 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 2 | 3 | 2 | 4 | 3 | 45 |
| 70 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 2 | 4 | 3 | 5 | 4 | 53 |
| 71 | 5 | 2 | 5 | 5 | 5 | 5 | 3 | 5 | 4 | 1 | 4 | 3 | 5 | 4 | 56 |
| 72 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 5 | 2 | 4 | 5 | 56 |
| 73 | 3 | 2 | 3 | 3 | 3 | 5 | 2 | 5 | 4 | 2 | 4 | 1 | 3 | 4 | 44 |
| 74 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 3 | 2 | 3 | 1 | 5 | 5 | 53 |
| 75 | 5 | 1 | 4 | 4 | 4 | 4 | 1 | 4 | 5 | 1 | 5 | 1 | 4 | 4 | 47 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 65 |
| 77 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 62 |
| 78 | 3 | 3 | 3 | 3 | 3 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 5 | 52 |
| 79 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 5 | 54 |
| 80 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 60 |
| 81 | 5 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 5 | 4 | 5 | 4 | 4 | 59 |

Sumber : Data diolah peneliti (2021)

**Jawaban Responden terhadap Kinerja (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No.** | **KINERJA** | | | | | | | |  |  | **Total Y** |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** |
| 1 | 5 | 5 | 5 | 5 | 1 | 4 | 3 | 1 | 5 | 5 | 39 |
| 2 | 4 | 3 | 5 | 4 | 1 | 3 | 3 | 3 | 3 | 4 | 33 |
| 3 | 5 | 3 | 3 | 3 | 2 | 3 | 3 | 4 | 3 | 3 | 32 |
| 4 | 4 | 4 | 5 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 40 |
| 5 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 1 | 4 | 5 | 40 |
| 6 | 5 | 3 | 5 | 5 | 3 | 5 | 3 | 4 | 3 | 5 | 41 |
| 7 | 4 | 3 | 5 | 4 | 1 | 3 | 3 | 3 | 3 | 4 | 33 |
| 8 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 29 |
| 9 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 39 |
| 10 | 4 | 3 | 5 | 4 | 2 | 5 | 3 | 3 | 3 | 5 | 37 |
| 11 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 4 | 5 | 5 | 46 |
| 12 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 39 |
| 13 | 3 | 3 | 5 | 3 | 1 | 4 | 3 | 3 | 3 | 3 | 31 |
| 14 | 5 | 4 | 5 | 5 | 3 | 5 | 4 | 1 | 4 | 5 | 41 |
| 15 | 4 | 3 | 5 | 4 | 2 | 4 | 3 | 5 | 3 | 4 | 37 |
| 16 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 5 | 43 |
| 17 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 39 |
| 18 | 3 | 3 | 3 | 3 | 1 | 4 | 3 | 1 | 3 | 3 | 27 |
| 19 | 4 | 5 | 5 | 4 | 1 | 4 | 5 | 4 | 5 | 4 | 41 |
| 20 | 4 | 4 | 5 | 4 | 2 | 5 | 4 | 5 | 4 | 5 | 42 |
| 21 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 22 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 3 | 4 | 3 | 36 |
| 23 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 3 | 3 | 4 | 32 |
| 24 | 2 | 5 | 5 | 2 | 2 | 4 | 5 | 1 | 5 | 5 | 36 |
| 25 | 5 | 4 | 5 | 5 | 2 | 3 | 4 | 5 | 4 | 4 | 41 |
| 26 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 3 | 41 |
| 27 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 3 | 4 | 5 | 39 |
| 28 | 3 | 4 | 5 | 3 | 1 | 4 | 4 | 1 | 4 | 4 | 33 |
| 29 | 4 | 4 | 5 | 4 | 1 | 5 | 4 | 5 | 4 | 3 | 39 |
| 30 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 5 | 4 | 5 | 43 |
| 31 | 5 | 5 | 5 | 5 | 3 | 4 | 3 | 4 | 5 | 5 | 44 |
| 32 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 1 | 3 | 4 | 33 |
| 33 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 32 |
| 34 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 40 |
| 35 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 4 | 5 | 44 |
| 36 | 5 | 3 | 5 | 5 | 3 | 5 | 3 | 3 | 3 | 5 | 40 |
| 37 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 1 | 3 | 4 | 33 |
| 38 | 3 | 3 | 5 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 34 |
| 39 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 40 |
| 40 | 4 | 3 | 5 | 4 | 2 | 5 | 3 | 3 | 3 | 5 | 37 |
| 41 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 1 | 5 | 5 | 43 |
| 42 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 38 |
| 43 | 3 | 3 | 5 | 3 | 1 | 4 | 3 | 3 | 3 | 3 | 31 |
| 44 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 4 | 4 | 5 | 43 |
| 45 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 1 | 3 | 4 | 35 |
| 46 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 43 |
| 47 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 41 |
| 48 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 5 | 3 | 3 | 32 |
| 49 | 4 | 5 | 5 | 4 | 3 | 4 | 5 | 5 | 5 | 4 | 44 |
| 50 | 4 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 44 |
| 51 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 3 | 4 | 4 | 40 |
| 52 | 4 | 4 | 5 | 4 | 2 | 3 | 4 | 2 | 4 | 3 | 35 |
| 53 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 4 | 3 | 4 | 36 |
| 54 | 2 | 5 | 5 | 2 | 2 | 4 | 5 | 3 | 5 | 5 | 38 |
| 55 | 5 | 4 | 5 | 5 | 1 | 3 | 4 | 4 | 4 | 4 | 39 |
| 56 | 5 | 4 | 5 | 5 | 1 | 5 | 4 | 1 | 4 | 3 | 37 |
| 57 | 4 | 4 | 5 | 4 | 1 | 4 | 4 | 5 | 4 | 5 | 40 |
| 58 | 3 | 4 | 5 | 3 | 2 | 4 | 4 | 4 | 4 | 4 | 37 |
| 59 | 4 | 4 | 5 | 4 | 2 | 5 | 4 | 5 | 4 | 3 | 40 |
| 60 | 5 | 4 | 5 | 5 | 2 | 4 | 4 | 4 | 4 | 5 | 42 |
| 61 | 5 | 5 | 5 | 5 | 1 | 4 | 3 | 5 | 5 | 5 | 43 |
| 62 | 4 | 3 | 5 | 4 | 1 | 3 | 3 | 1 | 3 | 4 | 31 |
| 63 | 5 | 3 | 3 | 3 | 1 | 3 | 3 | 5 | 3 | 3 | 32 |
| 64 | 4 | 4 | 5 | 4 | 1 | 3 | 4 | 3 | 4 | 4 | 36 |
| 65 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 44 |
| 66 | 5 | 3 | 5 | 5 | 2 | 5 | 3 | 3 | 3 | 5 | 39 |
| 67 | 4 | 3 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 36 |
| 68 | 3 | 3 | 5 | 3 | 2 | 3 | 3 | 1 | 3 | 3 | 29 |
| 69 | 4 | 4 | 5 | 4 | 2 | 4 | 4 | 2 | 4 | 4 | 37 |
| 70 | 4 | 3 | 5 | 4 | 2 | 5 | 3 | 3 | 3 | 5 | 37 |
| 71 | 5 | 5 | 5 | 5 | 1 | 5 | 5 | 3 | 5 | 5 | 44 |
| 72 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 40 |
| 73 | 3 | 3 | 5 | 3 | 2 | 4 | 3 | 2 | 3 | 3 | 31 |
| 74 | 5 | 4 | 5 | 5 | 2 | 5 | 4 | 3 | 4 | 5 | 42 |
| 75 | 4 | 3 | 5 | 4 | 1 | 4 | 3 | 1 | 3 | 4 | 32 |
| 76 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 46 |
| 77 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 42 |
| 78 | 3 | 3 | 3 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 33 |
| 79 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 44 |
| 80 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 44 |
| 81 | 5 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 42 |

Sumber : Data diolah peneliti (2021)

**Lampiran 4**

**Hasil Output SPSS**

| **Variables Entered/Removedb** | | | |
| --- | --- | --- | --- |
| Model | Variables Entered | Variables Removed | Method |
| 1 | Motivasi, Pengawasana | . | Enter |
| a. All requested variables entered. | | |  |
| b. Dependent Variable: Kinerja | | |  |

| **Model Summaryb** | | | | | |
| --- | --- | --- | --- | --- | --- |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | .835a | .697 | .689 | 2.54955 | 2.145 |
| a. Predictors: (Constant), Motivasi, Pengawasan | | | | |  |
| b. Dependent Variable: Kinerja | | | |  |  |

| **ANOVAb** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 1165.897 | 2 | 582.948 | 89.681 | .000a |
| Residual | 507.017 | 78 | 6.500 |  |  |
| Total | 1672.914 | 80 |  |  |  |
| a. Predictors: (Constant), Motivasi, Pengawasan | | | | |  |  |
| b. Dependent Variable: Kinerja | | |  |  |  |  |

| **Coefficientsa** | | | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
| B | Std. Error | Beta | Tolerance | VIF |
| 1 | (Constant) | 1.123 | 2.981 |  | .377 | .707 |  |  |
| Pengawasan | .516 | .103 | .500 | 5.009 | .000 | .390 | 2.564 |
| Motivasi | .349 | .091 | .384 | 3.844 | .000 | .390 | 2.564 |
| a. Dependent Variable: Kinerja | | | | | | | | |

| **Correlations** | | | | |
| --- | --- | --- | --- | --- |
|  |  | Kinerja | Pengawasan | Motivasi |
| Pearson Correlation | Kinerja | 1.000 | .800 | .774 |
| Pengawasan | .800 | 1.000 | .781 |
| Motivasi | .774 | .781 | 1.000 |
| Sig. (1-tailed) | Kinerja | . | .000 | .000 |
| Pengawasan | .000 | . | .000 |
| Motivasi | .000 | .000 | . |
| N | Kinerja | 81 | 81 | 81 |
| Pengawasan | 81 | 81 | 81 |
| Motivasi | 81 | 81 | 81 |

| **Casewise Diagnosticsa** | | | | |
| --- | --- | --- | --- | --- |
| Case Number | Std. Residual | Kinerja | Predicted Value | Residual |
| 18 | -3.094 | 27.00 | 34.8893 | -7.88930 |
| a. Dependent Variable: Kinerja | | | |  |

| **Residuals Statisticsa** | | | | | |
| --- | --- | --- | --- | --- | --- |
|  | Minimum | Maximum | Mean | Std. Deviation | N |
| Predicted Value | 29.0038 | 47.0094 | 38.1605 | 3.81755 | 81 |
| Std. Predicted Value | -2.399 | 2.318 | .000 | 1.000 | 81 |
| Standard Error of Predicted Value | .285 | .932 | .472 | .134 | 81 |
| Adjusted Predicted Value | 29.0041 | 47.1116 | 38.1648 | 3.82362 | 81 |
| Residual | -7.88930 | 4.97046 | .00000 | 2.51748 | 81 |
| Std. Residual | -3.094 | 1.950 | .000 | .987 | 81 |
| Stud. Residual | -3.129 | 1.983 | .000 | 1.002 | 81 |
| Deleted Residual | -8.06594 | 5.14040 | -.00431 | 2.59438 | 81 |
| Stud. Deleted Residual | -3.324 | 2.021 | -.003 | 1.016 | 81 |
| Mahal. Distance | .009 | 9.699 | 1.975 | 1.785 | 81 |
| Cook's Distance | .000 | .073 | .010 | .013 | 81 |
| Centered Leverage Value | .000 | .121 | .025 | .022 | 81 |
| a. Dependent Variable: Kinerja | |  |  |  |  |

| **One-Sample Kolmogorov-Smirnov Test** | | |
| --- | --- | --- |
|  |  | Unstandardized Residual |
| N | | 81 |
| Normal Parametersa | Mean | .0000000 |
| Std. Deviation | 2.51748044 |
| Most Extreme Differences | Absolute | .064 |
| Positive | .033 |
| Negative | -.064 |
| Kolmogorov-Smirnov Z | | .575 |
| Asymp. Sig. (2-tailed) | | .895 |
| a. Test distribution is Normal. | | |





