

# LAMPIRAN



### Lampiran 1. Data Eksperimen

No.	Kelas	Kelompok	Lingkungan Produksi	Insentif Moneter	Kinerja Kelompok	Uji Manipulasi
1	A	0	Lini Perakitan	Piece Rate	13	Lolos
2	A	1	Lini Perakitan	Piece Rate	6	Lolos
3	A	2	Lini Perakitan	Piece Rate	12	Lolos
4	A	3	Lini Perakitan	Piece Rate	9	Lolos
5	A	4	Lini Perakitan	Piece Rate	10	Lolos
6	A	5	Lini Perakitan	Fixed Wage	11	Lolos
7	A	6	Lini Perakitan	Fixed Wage	6	Lolos
8	A	7	Lini Perakitan	Fixed Wage	6	Lolos
9	A	8	Lini Perakitan	Fixed Wage	8	Lolos
10	A	9	Lini Perakitan	Fixed Wage	0	Lolos
11	A	0	Tim	Piece Rate	14	Lolos
12	A	1	Tim	Piece Rate	4	Lolos
13	A	2	Tim	Piece Rate	13	Lolos
14	A	3	Tim	Piece Rate	7	Lolos
15	A	4	Tim	Piece Rate	17	Lolos
16	A	5	Tim	Fixed Wage	12	Lolos
17	A	6	Tim	Fixed Wage	15	Lolos
18	A	7	Tim	Fixed Wage	18	Lolos
19	A	8	Tim	Fixed Wage	16	Lolos
20	A	9	Tim	Fixed Wage	12	Lolos
21	B	1	Lini Perakitan	Piece Rate	0	Lolos
22	B	2	Lini Perakitan	Piece Rate	8	Lolos
23	B	3	Lini Perakitan	Piece Rate	10	Lolos
24	B	4	Lini Perakitan	Piece Rate	13	Lolos
25	B	6	Lini Perakitan	Fixed Wage	16	Tidak Lolos
26	B	7	Lini Perakitan	Fixed Wage	8	Lolos
27	B	8	Lini Perakitan	Fixed Wage	8	Lolos
28	B	9	Lini Perakitan	Fixed Wage	9	Lolos
29	B	1	Tim	Piece Rate	0	Lolos
30	B	2	Tim	Piece Rate	11	Lolos
31	B	3	Tim	Piece Rate	14	Lolos
32	B	4	Tim	Piece Rate	16	Lolos
33	B	6	Tim	Fixed Wage	16	Tidak Lolos
34	B	7	Tim	Fixed Wage	17	Lolos
35	B	8	Tim	Fixed Wage	14	Lolos
36	B	9	Tim	Fixed Wage	15	Lolos
37	C	1	Lini Perakitan	Piece Rate	10	Lolos
38	C	2	Lini Perakitan	Piece Rate	8	Lolos
39	C	3	Lini Perakitan	Piece Rate	11	Lolos
40	C	4	Lini Perakitan	Piece Rate	8	Lolos

41	C	8	Lini Perakitan	Fixed Wage	3	Tidak Lolos
42	C	9	Lini Perakitan	Fixed Wage	2	Lolos
43	C	10	Lini Perakitan	Fixed Wage	6	Tidak Lolos
44	C	1	Tim	Piece Rate	9	Lolos
45	C	2	Tim	Piece Rate	9	Lolos
46	C	3	Tim	Piece Rate	8	Lolos
47	C	4	Tim	Piece Rate	13	Lolos
48	C	8	Tim	Fixed Wage	7	Tidak Lolos
49	C	9	Tim	Fixed Wage	11	Lolos
50	C	10	Tim	Fixed Wage	5	Tidak Lolos
51	D	1	Lini Perakitan	Piece Rate	4	Lolos
52	D	2	Lini Perakitan	Piece Rate	8	Lolos
53	D	3	Lini Perakitan	Piece Rate	9	Lolos
54	D	5	Lini Perakitan	Fixed Wage	7	Lolos
55	D	6	Lini Perakitan	Fixed Wage	9	Lolos
56	D	7	Lini Perakitan	Fixed Wage	7	Lolos
57	D	1	Tim	Piece Rate	6	Lolos
58	D	2	Tim	Piece Rate	7	Lolos
59	D	3	Tim	Piece Rate	15	Lolos
60	D	5	Tim	Fixed Wage	8	Lolos
61	D	6	Tim	Fixed Wage	12	Lolos
62	D	7	Tim	Fixed Wage	13	Lolos
63	E	1	Lini Perakitan	Piece Rate	10	Lolos
64	E	2	Lini Perakitan	Piece Rate	6	Lolos
65	E	3	Lini Perakitan	Piece Rate	8	Lolos
66	E	4	Lini Perakitan	Piece Rate	13	Lolos
67	E	5	Lini Perakitan	Fixed Wage	0	Lolos
68	E	6	Lini Perakitan	Fixed Wage	4	Lolos
69	E	7	Lini Perakitan	Fixed Wage	12	Lolos
70	E	8	Lini Perakitan	Fixed Wage	5	Lolos
71	E	1	Tim	Piece Rate	3	Lolos
72	E	2	Tim	Piece Rate	3	Lolos
73	E	3	Tim	Piece Rate	10	Lolos
74	E	4	Tim	Piece Rate	13	Lolos
75	E	5	Tim	Fixed Wage	9	Lolos
76	E	6	Tim	Fixed Wage	10	Lolos
77	E	7	Tim	Fixed Wage	11	Lolos
78	E	8	Tim	Fixed Wage	7	Lolos

## Lampiran 2. Hasil Uji *Compare Means* Kinerja Kelompok Antar Kelas

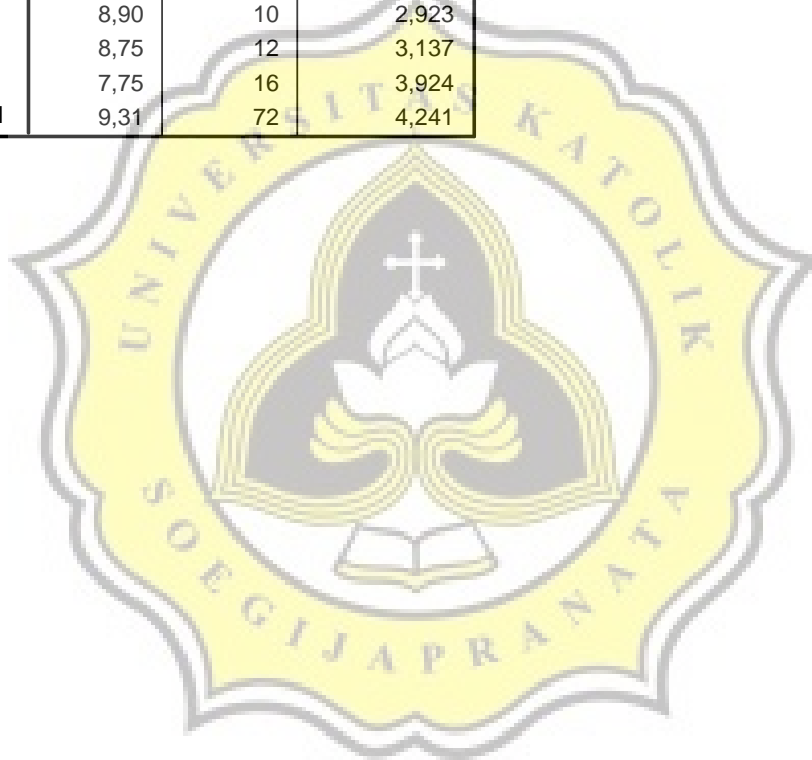
### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja * kelas	72	100,0%	0	,0%	72	100,0%

### Report

kinerja

kelas	Mean	N	Std. Deviation
A	10,45	20	4,673
B	10,21	14	5,294
C	8,90	10	2,923
D	8,75	12	3,137
E	7,75	16	3,924
Total	9,31	72	4,241



### Lampiran 3. Hasil Uji Beda Kinerja Kelompok Antar Kelas Oneway

#### Test of Homogeneity of Variances

kinerja

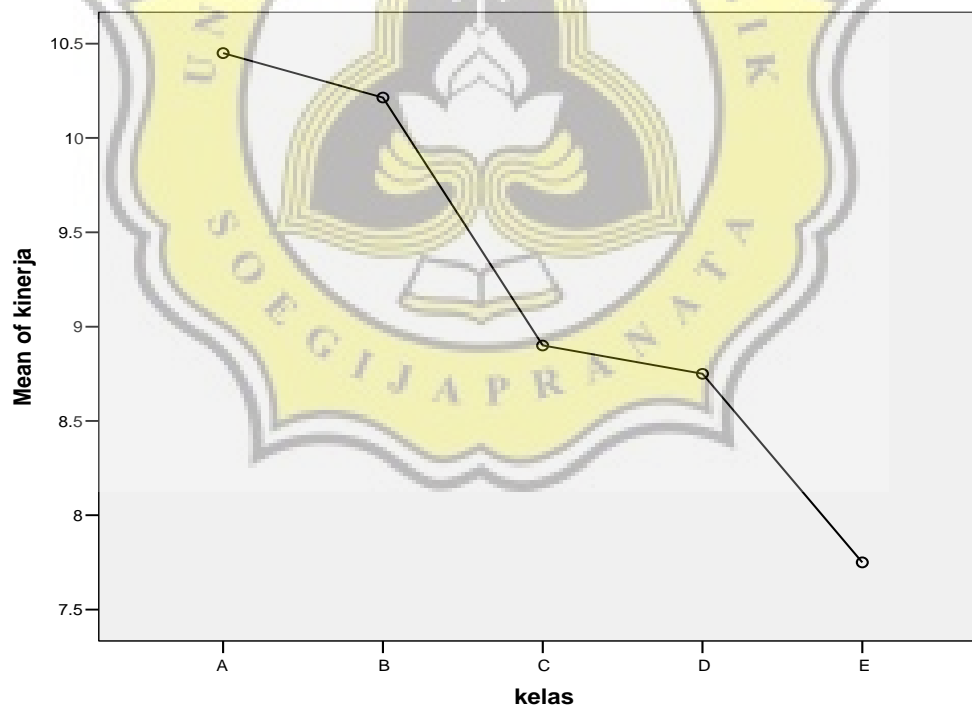
Levene Statistic	df1	df2	Sig.
1,793	4	67	,141

#### ANOVA

kinerja

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	81,821	4	20,455	1,146	,342
Within Groups	1195,457	67	17,843		
Total	1277,278	71			

#### Means Plots



**Lampiran 4. Hasil Uji Statistik Deskriptif**  
**Descriptives**

**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
kinerja lingkungan produksi lini	36	,00	13,00	7,7222	3,50193
kinerja lingkungan produksi tim	36	,00	18,00	10,8889	4,36727
Valid N (listwise)	36				

**Lampiran 5. Hasil Uji *Compare Means* Lingkungan Produksi Lini**  
**Means**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja lingkungan produksi lini * insentif lingkungan produksi lini	36	100,0%	0	,0%	36	100,0%

**Report**

kinerja lingkungan produksi lini

insentif lingkungan	Mean	N	Std. Deviation
piece rate	8,8000	20	3,18880
fixed wage	6,3750	16	3,50000
Total	7,7222	36	3,50193

**Lampiran 6. Hasil Uji Compare Means Lingkungan Produksi Tim**

**Means**

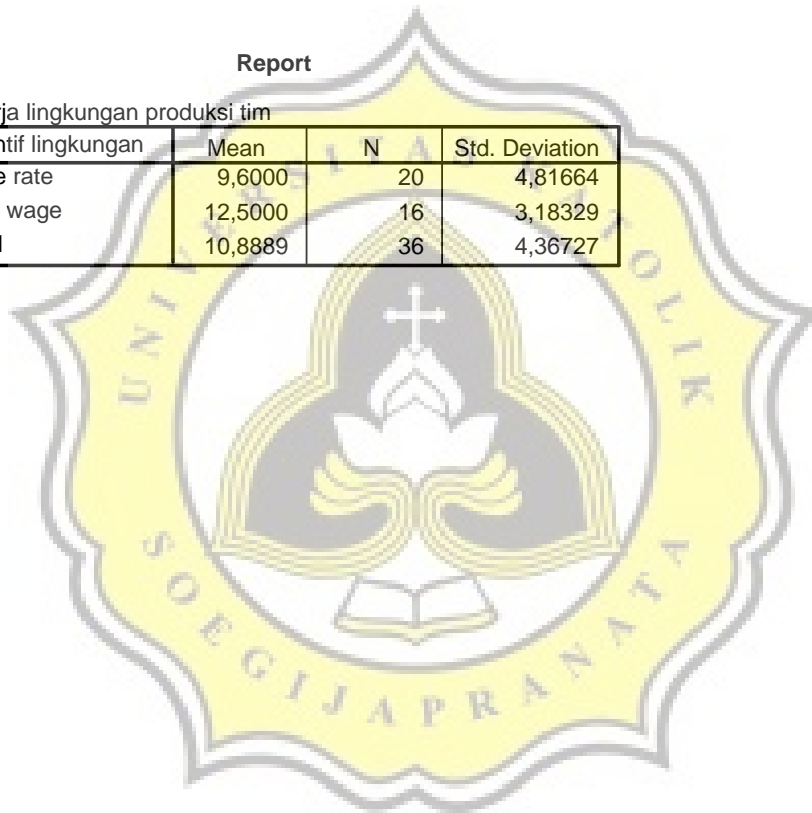
**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
kinerja lingkungan produksi tim * insentif lingkungan produksi tim	36	100,0%	0	,0%	36	100,0%

**Report**

kinerja lingkungan produksi tim

insentif lingkungan	Mean	N	Std. Deviation
piece rate	9,6000	20	4,81664
fixed wage	12,5000	16	3,18329
Total	10,8889	36	4,36727



## Lampiran 7. Hasil Uji Hipotesis 1 (H<sub>1</sub>)

### Oneway

#### Test of Homogeneity of Variances

kinerja lingkungan produksi tim

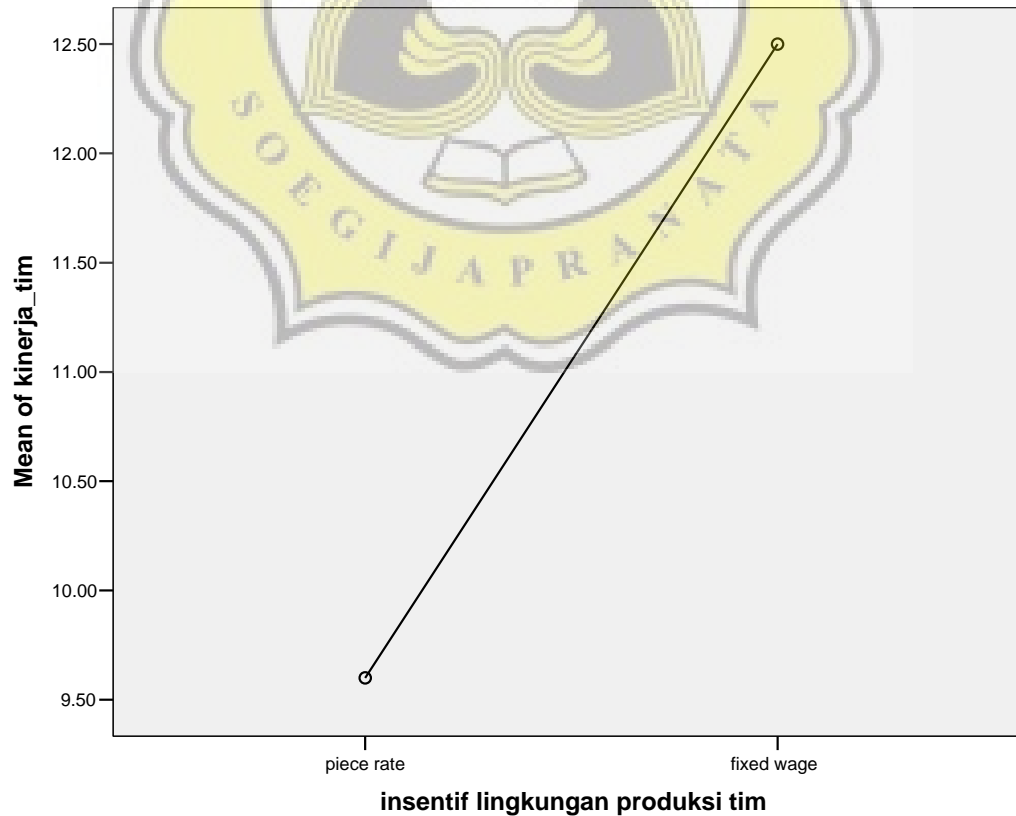
Levene Statistic	df1	df2	Sig.
3,723	1	34	,062

#### ANOVA

kinerja lingkungan produksi tim

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	74,756	1	74,756	4,288	,046
Within Groups	592,800	34	17,435		
Total	667,556	35			

### Means Plots





## Lampiran 8. Uji Hipotesis 2 (H<sub>2</sub>)

### Oneway

#### Test of Homogeneity of Variances

kinerja lingkungan produksi lini

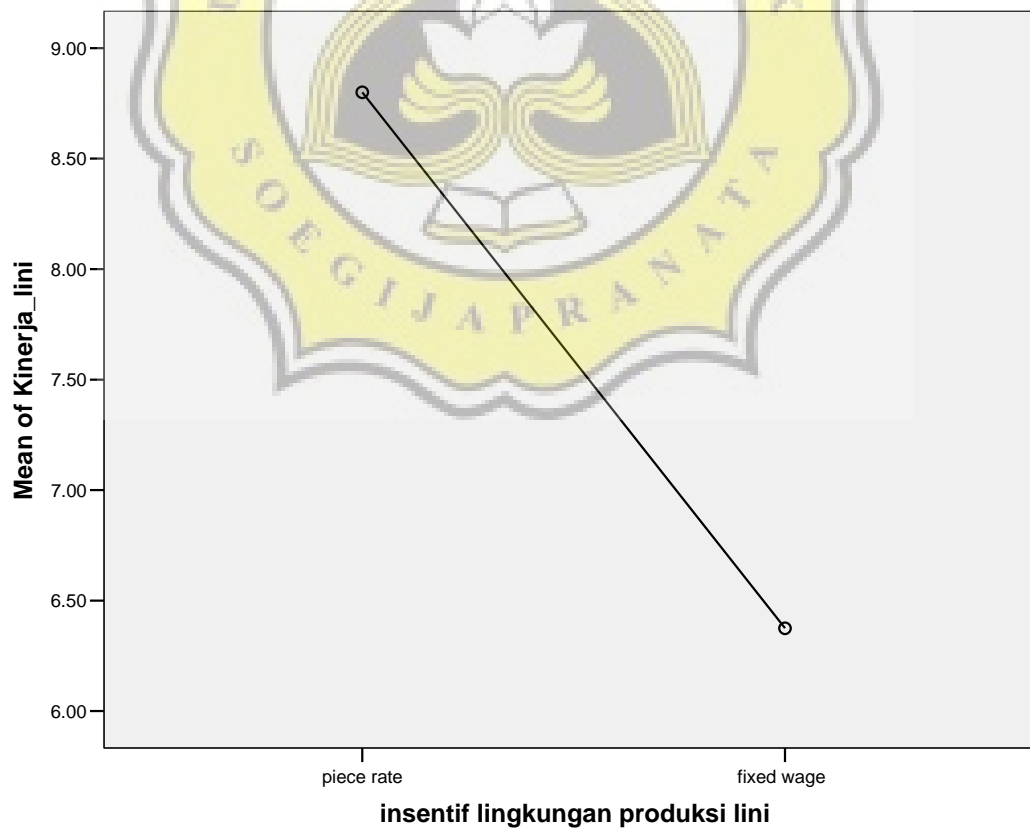
Levene Statistic	df1	df2	Sig.
,291	1	34	,593

#### ANOVA

kinerja lingkungan produksi lini

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	52,272	1	52,272	4,715	,037
Within Groups	376,950	34	11,087		
Total	429,222	35			

### Means Plots



## Lampiran 9. Uji ANOVA Analisis Tambahan

### Univariate Analysis of Variance

#### Between-Subjects Factors

	Value	Label	N
Insentif Moneter	1,00	Piece Rate	35
	2,00	Fixed Wage	36
Lingkungan Produksi	1,00	Lini	40
	2,00	Tim	31

#### Levene's Test of Equality of Error Variances<sup>a</sup>

Dependent Variable: Kinerja Kelompok

F	df1	df2	Sig.
2,324	3	67	,083

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

- a. Design: Intercept+Insentif+LingkProd+Insentif \* LingkProd

#### Tests of Between-Subjects Effects

Dependent Variable: Kinerja Kelompok

Source	Type III Sum of Squares	df	Mean Square	F	Sig.
Corrected Model	314,783 <sup>a</sup>	3	104,928	7,305	,000
Intercept	6006,153	1	6006,153	418,134	,000
Insentif	219,971	1	219,971	15,314	,000
LingkProd	,393	1	,393	,027	,869
Insentif * LingkProd	132,000	1	132,000	9,190	,003
Error	962,400	67	14,364		
Total	7431,000	71			
Corrected Total	1277,183	70			

- a. R Squared = ,246 (Adjusted R Squared = ,213)

### Profile Plots

#### Estimated Marginal Means of Kinerja Kelompok

