

Semarang, Mei 2007

Hal : Permohonan Pengisian Kuesioner

Kepada. Yth

Bapak/Ibu/Saudara Responden

Dengan hormat,

Saya yang mengirim kuesioner ini :

Nama : Fabyan Leonard Letto

Status : Mahasiswa S1 Akuntansi Universitas Katolik Soegijapranata

Memerlukan beberapa informasi untuk mendukung penelitian saya dalam rangka penulisan skripsi untuk menyelesaikan program S1 dalam bidang akuntansi UNIKA Soegijapranata. Judul penelitian saya **“Pengaruh Misi Strategik Terhadap Motivasi Kerja Manajer dengan Sistem Kompensasi Insentif Sebagai Variabel Intervening (Studi Empiris pada Bisnis Makanan Franchise Internasional di Kota Semarang).**

Penelitian ini memerlukan partisipasi para manajer yang bertugas pada setiap restoran franchise internasional, oleh karena itu saya mohon kesediaan Bapak/Ibu/Saudara untuk mengisi kuesioner ini, karena tanpa bantuan Bapak/Ibu/Saudara, saya tidak dapat menyelesaikan penelitian ini. Semua informasi yang diperoleh dari kuesioner ini hanya akan saya gunakan untuk penelitian ini saja dan akan saya jaga kerahasiannya sesuai dengan etika penelitian.

Atas kerjasama dan kesediaan Bapak/Ibu/Saudara untuk mengisi kuesioner ini, saya mengucapkan terima kasih yang sebesar-besarnya.

Mengetahui,

Hormat saya,

Stefani Lily Indarto SE. MM. Akt  
Dosen Pembimbing

Fabyan Leonard Letto  
Peneliti

## DATA RESPONDEN

Mohon kesediaan Bapak/Ibu/Saudara untuk mengisi daftar pertanyaan berikut ini dengan memberi tanda silang (x) pada jawaban yang ada. Setiap pertanyaan mengharap hanya satu jawaban saja.

- Nama : \_\_\_\_\_
- Umur : (A) <25 th                      (B) 25-35 th  
(C) 35-45 th                      (D) >45 th
- Jenis Kelamin : (A) Pria              (B) Wanita
- Pendidikan Terakhir : (A) SLTA  
(B) S1  
(C) S2  
(D) Lainnya.....
- Nama Restoran : \_\_\_\_\_
- Lama bekerja : (A) < 3 th                      (B) 3-5 th  
(C) >5 th
- Posisi dalam Restoran : (A) Store Manajer      (B) Assistant Manajer  
(C) Lainnya.....

**Responden**

**(Nama dan Tanda Tangan)**

Jawablah pertanyaan – pertanyaan berikut dengan memberikan tanda *check mark* (  ) dalam salah satu kotak jawaban yang tersedia. Dengan kriteria :

1. STS = Sangat Tidak Setuju
2. TS = Tidak Setuju
3. KS = Kurang Setuju
4. S = Setuju
5. SS = Sangat Setuju

**Instrumen Sistem Kompensasi Insentif (dikembangkan oleh Killough, 1998 dalam Budiman, 2002)**

*Mohon kesediaan Bapak / Ibu untuk mengisi pertanyaan berikut mengenai tingkat kesesuaian sistem kompensasi insentif yang diperoleh dari perusahaan.*

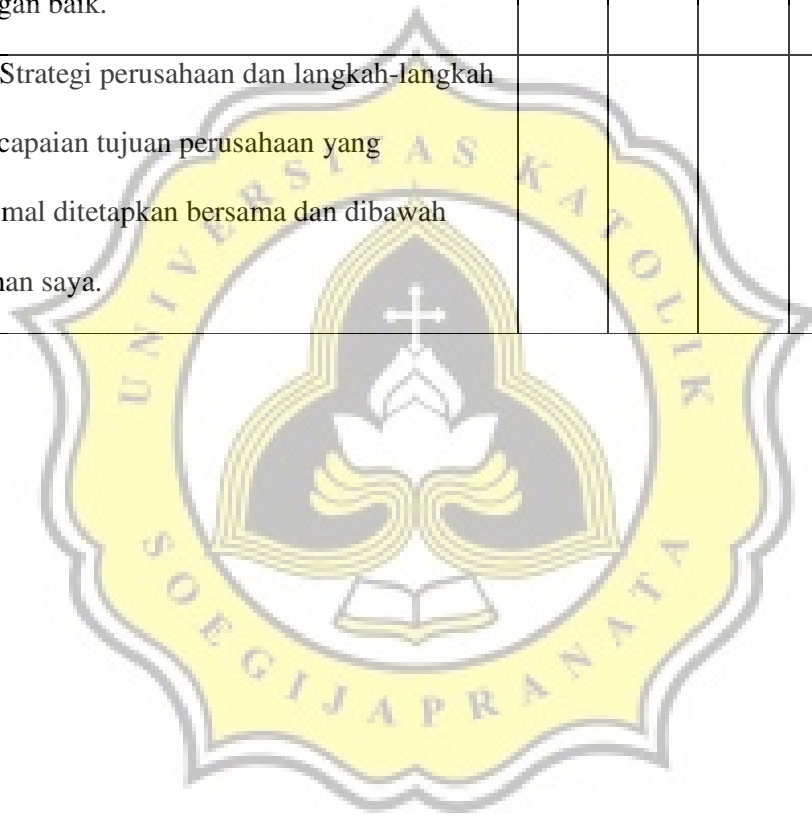
Pernyataan	STS 1	TS 2	KS 3	S 4	SS 5
1. Saya merasa bahwa insentif yang saya terima sudah sesuai dengan kontribusi saya pada perusahaan.					
2. Saya merasa terdorong untuk lebih bersemangat dalam bekerja dengan adanya insentif.					
3. Saya merasa adanya penghargaan atau pujian yang saya peroleh dikarenakan kemampuan saya dalam melaksanakan tugas.					
4. Saya memperoleh insentif-insentif di tempat saya bekerja sesuai dengan peraturan.					
5. Saya merasa memperoleh penghasilan besar serta berkesempatan untuk belajar, tumbuh dan berkembang dalam perusahaan.					

**Motivasi Kerja (dikembangkan oleh Ariyani, 2001 dalam Margarivera, 2005)**

*Mohon kesediaan bapak / ibu untuk menjawab pertanyaan mengenai tingkat harapan dan preferensi yang ingin saudara capai di dalam perusahaan..*

Pernyataan	STS 1	TS 2	KS 3	S 4	SS 5
1. Saya merasa dengan terpenuhinya kebutuhan sehari-hari, hal ini akan mendorong saya untuk bekerja lebih baik					
2. Pimpinan saya sering berusaha untuk memberi kesempatan untuk berkembang dan maju (misal <i>training</i> )					
3. Sikap dan perilaku pimpinan sangat mendorong saya dalam bekerja di perusahaan					
4. Di dalam perusahaan saya perlu adanya jaminan keamanan, keselamatan dan tunjangan kesehatan terhadap karyawan.					
5. Gaji yang selama ini saya terima sudah memuaskan					
6. Saya cenderung kreatif dalam pekerjaan yang dapat melibatkan orang lain					
7. Saya menyenangi pekerjaan yang memungkinkan memperoleh suatu kemajuan atas dasar prestasi					

<p>8. Saya mampu untuk melakukan pekerjaan yang menuntut berbagai aktivitas yang berbeda.</p>					
<p>9. Saya memotivasi bawahan sehingga tugas dan kewajiban dapat diselesaikan dengan baik.</p>					
<p>10. Strategi perusahaan dan langkah-langkah pencapaian tujuan perusahaan yang optimal ditetapkan bersama dan dibawah arahan saya.</p>					



Jawablah pertanyaan – pertanyaan berikut dengan memberikan tanda *check mark* (  ) dalam salah satu kotak jawaban yang tersedia. Dengan kriteria :

- 1. STP = Sangat Tidak Penting
- 2. TP = Tidak Penting
- 3. KP = Kurang Penting
- 4. P = Penting
- 5. SP = Sangat Penting

**Misi Strategik (dikembangkan oleh Marvaelius, 2002 dalam Margarivera, 2005)**

*Mohon kesediaan Bapak/Ibu menjawab pertanyaan berikut mengenai seberapa penting atau tidak pentingnya hal-hal berikut ini berkaitan dengan misi strategik perusahaan:*

Keterangan	STP 1	TP 2	KP 3	P 4	SP 5
1. Pertumbuhan dana masyarakat					
2. Pertumbuhan pendapatan sebelum pajak					
3. Pengembangan produk / jasa baru					
4. Moral kerja dalam menjalankan tugas					
5. Pertumbuhan pangsa pasar					
6. Pendapatan sebelum pajak					
7. Kesejahteraan yang diberikan perusahaan					
8. Pernyataan misi					
9. Analisis bisnis ( <i>trend</i> )					

10. Analisis bisnis persaingan					
11. Sasaran jangka panjang					
12. Sasaran tahunan					
13. Perencanaan aksi jangka pendek					
14. Melaksanakan evaluasi setiap saat					



## Uji Validitas Misi Strategik

Correlations

		ms1	ms2	ms3	ms4	ms5	ms6	ms7	ms8	ms9	ms10	ms11	ms12	ms13	ms14	Misi Strategik
ms1	Pearson Correlation	1	.357*	-.013	-.142	-.255	.541**	-.238	.169	.037	-.199	-.179	-.183	-.276	-.334*	-.150
	Sig. (2-tailed)		.019	.936	.364	.098	.000	.125	.279	.812	.200	.250	.240	.073	.029	.339
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms2	Pearson Correlation	.357*	1	.042	.272	.050	.509**	.058	.282	.123	.179	.194	.126	.201	.025	.387*
	Sig. (2-tailed)	.019		.791	.078	.748	.000	.712	.067	.433	.252	.213	.419	.197	.873	.010
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms3	Pearson Correlation	-.013	.042	1	.269	.564**	-.026	.335*	.533**	.562**	.347*	.163	.423**	.330*	.580**	.702**
	Sig. (2-tailed)	.936	.791		.081	.000	.868	.028	.000	.000	.022	.297	.005	.030	.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms4	Pearson Correlation	-.142	.272	.269	1	.612**	.175	.350*	-.089	.144	.430**	.372*	.337*	.469**	.411**	.616**
	Sig. (2-tailed)	.364	.078	.081		.000	.263	.022	.568	.359	.004	.014	.027	.002	.006	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms5	Pearson Correlation	-.255	.050	.564**	.612**	1	-.140	.296	.262	.278	.422**	.283	.364*	.468**	.455**	.681**
	Sig. (2-tailed)	.098	.748	.000	.000		.369	.054	.090	.071	.005	.066	.016	.002	.002	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms6	Pearson Correlation	.541**	.509**	-.026	.175	-.140	1	-.030	-.051	-.086	-.209	.153	.089	.175	-.052	.094
	Sig. (2-tailed)	.000	.000	.868	.263	.369		.847	.746	.585	.179	.328	.569	.261	.741	.548
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms7	Pearson Correlation	-.238	.058	.335*	.350*	.296	-.030	1	-.009	.098	.354*	.039	-.002	.305*	.393**	.408**
	Sig. (2-tailed)	.125	.712	.028	.022	.054	.847		.952	.532	.020	.802	.988	.047	.009	.007
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms8	Pearson Correlation	.169	.282	.533**	-.089	.262	-.051	-.009	1	.694**	.276	.134	.257	.146	.264	.517**
	Sig. (2-tailed)	.279	.067	.000	.568	.090	.746	.952		.000	.073	.391	.096	.351	.087	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms9	Pearson Correlation	.037	.123	.562**	.144	.278	-.086	.098	.694**	1	.389**	.313*	.433**	.313*	.359*	.640**
	Sig. (2-tailed)	.812	.433	.000	.359	.071	.585	.532	.000		.010	.041	.004	.041	.018	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms10	Pearson Correlation	-.199	.179	.347*	.430**	.422**	-.209	.354*	.276	.389**	1	.257	.324*	.453**	.372*	.655**
	Sig. (2-tailed)	.200	.252	.022	.004	.005	.179	.020	.073	.010		.096	.034	.002	.014	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms11	Pearson Correlation	-.179	.194	.163	.372*	.283	.153	.039	.134	.313*	.257	1	.817**	.434**	.317*	.591**
	Sig. (2-tailed)	.250	.213	.297	.014	.066	.328	.802	.391	.041	.096		.000	.004	.038	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms12	Pearson Correlation	-.183	.126	.423**	.337*	.364*	.089	-.002	.257	.433**	.324*	.817**	1	.435**	.433**	.682**
	Sig. (2-tailed)	.240	.419	.005	.027	.016	.569	.988	.096	.004	.034	.000		.004	.004	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms13	Pearson Correlation	-.276	.201	.330*	.469**	.468**	.175	.305*	.146	.313*	.453**	.434**	.435**	1	.639**	.717**
	Sig. (2-tailed)	.073	.197	.030	.002	.002	.261	.047	.351	.041	.002	.004	.004		.000	.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
ms14	Pearson Correlation	-.334*	.025	.580**	.411**	.455**	-.052	.393**	.264	.359*	.372*	.317*	.433**	.639**	1	.707**
	Sig. (2-tailed)	.029	.873	.000	.006	.002	.741	.009	.087	.018	.014	.038	.004	.000		.000
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
Misi Strategik	Pearson Correlation	-.150	.387*	.702**	.616**	.681**	.094	.408**	.517**	.640**	.655**	.591**	.682**	.717**	.707**	1
	Sig. (2-tailed)	.339	.010	.000	.000	.000	.548	.007	.000	.000	.000	.000	.000	.000	.000	
	N	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\* . Correlation is significant at the 0.01 level (2-tailed).



## Uji Reliabilitas Misi Strategik

### Case Processing Summary

		N	%
Cases	Valid	43	100.0
	Excluded <sup>a</sup>	0	.0
	Total	43	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	N of Items
.840	12

### Item Statistics

	Mean	Std. Deviation	N
ms2	3.74	.759	43
ms3	4.53	.667	43
ms4	4.72	.454	43
ms5	4.53	.550	43
ms7	4.88	.391	43
ms8	4.19	.450	43
ms9	4.37	.536	43
ms10	4.49	.592	43
ms11	4.47	.505	43
ms12	4.40	.583	43
ms13	4.65	.650	43
ms14	4.67	.522	43

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
ms2	49.91	14.753	.212	.859
ms3	49.12	13.200	.602	.819
ms4	48.93	14.495	.540	.826
ms5	49.12	13.819	.598	.821
ms7	48.77	15.421	.323	.839
ms8	49.47	14.874	.429	.833
ms9	49.28	14.063	.552	.824
ms10	49.16	13.759	.559	.823
ms11	49.19	14.393	.501	.828
ms12	49.26	13.671	.593	.821
ms13	49.00	13.190	.625	.817
ms14	48.98	13.833	.634	.818

## Uji Validitas Sistem Kompensasi Insentif

### Correlations

		ski1	ski2	ski3	ski4	ski5	Sistem Kompensasi Insentif
ski1	Pearson Correlation	1	.150	.208	.407**	.378*	.681**
	Sig. (2-tailed)	.	.337	.180	.007	.013	.000
	N	43	43	43	43	43	43
ski2	Pearson Correlation	.150	1	.095	.170	.254	.255
	Sig. (2-tailed)	.337	.	.545	.274	.100	.099
	N	43	43	43	43	43	43
ski3	Pearson Correlation	.208	.095	1	.114	.216	.547**
	Sig. (2-tailed)	.180	.545	.	.469	.164	.000
	N	43	43	43	43	43	43
ski4	Pearson Correlation	.407**	.170	.114	1	.390**	.697**
	Sig. (2-tailed)	.007	.274	.469	.	.010	.000
	N	43	43	43	43	43	43
ski5	Pearson Correlation	.378*	.254	.216	.390**	1	.786**
	Sig. (2-tailed)	.013	.100	.164	.010	.	.000
	N	43	43	43	43	43	43
Sistem Kompensasi Insentif	Pearson Correlation	.681**	.255	.547**	.697**	.786**	1
	Sig. (2-tailed)	.000	.099	.000	.000	.000	.
	N	43	43	43	43	43	43

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

## Uji reliabilitas Sistem Kompensasi Insentif

### Reliability Statistics

Cronbach' s Alpha	N of Items
.605	4

### Item Statistics

	Mean	Std. Deviation	N
ski1	3.93	.457	43
ski3	4.07	.552	43
ski4	4.16	.574	43
ski5	4.44	.734	43

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach' s Alpha if Item Deleted
ski1	12.67	1.749	.473	.494
ski3	12.53	1.874	.233	.637
ski4	12.44	1.586	.425	.505
ski5	12.16	1.235	.465	.475

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
16.60	2.530	1.591	4

## Uji Validitas Motivasi Kerja

**Correlations**

		mk1	mk2	mk3	mk4	mk5	mk6	mk7	mk8	mk9	mk10	Motivasi Kerja
mk1	Pearson Correlation	1	-.003	-.110	.244	.356*	.069	-.003	.000	.097	.369*	.451**
	Sig. (2-tailed)	.	.983	.483	.115	.019	.658	.983	1.000	.537	.015	.002
	N	43	43	43	43	43	43	43	43	43	43	43
mk2	Pearson Correlation	-.003	1	.674**	.083	.577**	.014	.170	-.193	-.124	.144	.667**
	Sig. (2-tailed)	.983	.	.000	.595	.000	.929	.276	.214	.427	.356	.000
	N	43	43	43	43	43	43	43	43	43	43	43
mk3	Pearson Correlation	-.110	.674**	1	.082	.492**	-.055	-.127	.000	-.104	-.040	.498**
	Sig. (2-tailed)	.483	.000	.	.602	.001	.728	.416	1.000	.508	.801	.001
	N	43	43	43	43	43	43	43	43	43	43	43
mk4	Pearson Correlation	.244	.083	.082	1	.060	-.225	.133	.000	-.235	.084	.133
	Sig. (2-tailed)	.115	.595	.602	.	.700	.146	.394	1.000	.129	.592	.397
	N	43	43	43	43	43	43	43	43	43	43	43
mk5	Pearson Correlation	.356*	.577**	.492**	.060	1	-.081	.063	-.133	.183	.334*	.801**
	Sig. (2-tailed)	.019	.000	.001	.700	.	.605	.686	.396	.239	.028	.000
	N	43	43	43	43	43	43	43	43	43	43	43
mk6	Pearson Correlation	.069	.014	-.055	-.225	-.081	1	.318*	-.085	.391**	.427**	.250
	Sig. (2-tailed)	.658	.929	.728	.146	.605	.	.038	.589	.009	.004	.106
	N	43	43	43	43	43	43	43	43	43	43	43
mk7	Pearson Correlation	-.003	.170	-.127	.133	.063	.318*	1	-.196	.251	.437**	.402**
	Sig. (2-tailed)	.983	.276	.416	.394	.686	.038	.	.209	.105	.003	.007
	N	43	43	43	43	43	43	43	43	43	43	43
mk8	Pearson Correlation	.000	-.193	.000	.000	-.133	-.085	-.196	1	.315*	-.168	-.127
	Sig. (2-tailed)	1.000	.214	1.000	1.000	.396	.589	.209	.	.040	.282	.417
	N	43	43	43	43	43	43	43	43	43	43	43
mk9	Pearson Correlation	.097	-.124	-.104	-.235	.183	.391**	.251	.315*	1	.352*	.346*
	Sig. (2-tailed)	.537	.427	.508	.129	.239	.009	.105	.040	.	.021	.023
	N	43	43	43	43	43	43	43	43	43	43	43
mk10	Pearson Correlation	.369*	.144	-.040	.084	.334*	.427**	.437**	-.168	.352*	1	.679**
	Sig. (2-tailed)	.015	.356	.801	.592	.028	.004	.003	.282	.021	.	.000
	N	43	43	43	43	43	43	43	43	43	43	43
Motivasi Kerja	Pearson Correlation	.451**	.667**	.498**	.133	.801**	.250	.402**	-.127	.346*	.679**	1
	Sig. (2-tailed)	.002	.000	.001	.397	.000	.106	.007	.417	.023	.000	.
	N	43	43	43	43	43	43	43	43	43	43	43

\*. Correlation is significant at the 0.05 level (2-tailed).

\*\*. Correlation is significant at the 0.01 level (2-tailed).

## Uji Reliabilitas Motivasi Kerja

### Reliability Statistics

Cronbach's Alpha	N of Items
.642	7

### Item Statistics

	Mean	Std. Deviation	N
mk1	4.44	.666	43
mk2	4.37	.757	43
mk3	3.95	.688	43
mk5	3.72	.734	43
mk7	4.58	.499	43
mk9	4.30	.465	43
mk10	4.00	.873	43

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach' s Alpha if Item Deleted
mk1	24.93	6.066	.223	.644
mk2	25.00	5.095	.460	.568
mk3	25.42	5.868	.269	.631
mk5	25.65	4.614	.661	.493
mk7	24.79	6.408	.231	.637
mk9	25.07	6.590	.181	.646
mk10	25.37	4.811	.435	.578

### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
29.37	7.239	2.691	7

### Statistik Deskriptif

#### Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Misi Strategic	43	42	60	53.65	4.070
Sistem Kompensasi Insentif	43	11	20	16.60	1.591
Motivasi Kerja	43	23	34	29.37	2.691
Valid N (listwise)	43				

## Uji Hipotesis + Asumsi Klasik

### Regresi Misi Strategik Terhadap Motivasi Kerja

#### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Misi Strategik <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi Kerja

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.345 <sup>a</sup>	.119	.097	2.556	1.869

a. Predictors: (Constant), Misi Strategik

b. Dependent Variable: Motivasi Kerja

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.144	1	36.144	5.532	.024 <sup>a</sup>
	Residual	267.902	41	6.534		
	Total	304.047	42			

a. Predictors: (Constant), Misi Strategik

b. Dependent Variable: Motivasi Kerja

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.144	5.214		3.288	.002
	Misi Strategik	.228	.097	.345	2.352	.024

a. Dependent Variable: Motivasi Kerja

#### Casewise Diagnostics<sup>a</sup>

Case Number	Std. Residual	Motivasi Kerja
18	-3.059	23

a. Dependent Variable: Motivasi Kerja

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	26.72	30.82	29.37	.928	43
Residual	-7.819	5.600	.000	2.526	43
Std. Predicted Value	-2.863	1.560	.000	1.000	43
Std. Residual	-3.059	2.191	.000	.988	43

a. Dependent Variable: Motivasi Kerja

**Uji Normalitas Misi Strategik – Motivasi Kerja : Kolmogorov-Smirnov**

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Unstandardized Residual	43	100.0%	0	.0%	43	100.0%

**Descriptives**

		Statistic	Std. Error
Unstandardized Residual	Mean	.0000000	.38514941
	95% Confidence Interval for Mean	Lower Bound	-.7772630
		Upper Bound	.7772630
	5% Trimmed Mean	.0866404	
	Median	.0042449	
	Variance	6.379	
	Std. Deviation	2.525594	
	Minimum	-7.81914	
	Maximum	5.59971	
	Range	13.41884	
	Interquartile Range	3.13961	
	Skewness	-.618	.361
	Kurtosis	1.470	.709

**Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.092	43	.200*	.966	43	.231

\*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

## Uji Heterokedastisitas Misi Strategik – Motivasi Kerja : uji Glejser

### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Misi Strategik <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Abs\_res

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.139 <sup>a</sup>	.019	-.005	1.72602

a. Predictors: (Constant), Misi Strategik

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.407	1	2.407	.808	.374 <sup>a</sup>
	Residual	122.145	41	2.979		
	Total	124.552	42			

a. Predictors: (Constant), Misi Strategik

b. Dependent Variable: Abs\_res

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.982	3.521		1.415	.165
	Misi Strategik	-.059	.065	-.139	-.899	.374

a. Dependent Variable: Abs\_res

## Regresi Misi Strategik Terhadap Sistem Kompensasi Insentif

### Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	Misi Strategic <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Sistem Kompensasi Insentif

### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.497 <sup>a</sup>	.247	.228	1.397	2.137

a. Predictors: (Constant), Misi Strategic

b. Dependent Variable: Sistem Kompensasi Insentif

### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.221	1	26.221	13.429	.001 <sup>a</sup>
	Residual	80.058	41	1.953		
	Total	106.279	42			

a. Predictors: (Constant), Misi Strategic

b. Dependent Variable: Sistem Kompensasi Insentif

### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.189	2.850		2.172	.036
	Misi Strategic	.194	.053	.497	3.665	.001

a. Dependent Variable: Sistem Kompensasi Insentif

### Casewise Diagnostics<sup>a</sup>

Case Number	Std. Residual	Sistem Kompensasi Insentif
4	-3.087	11

a. Dependent Variable: Sistem Kompensasi Insentif



**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	14.34	17.84	16.60	.790	43
Residual	-4.313	3.133	.000	1.381	43
Std. Predicted Value	-2.863	1.560	.000	1.000	43
Std. Residual	-3.087	2.242	.000	.988	43

a. Dependent Variable: Sistem Kompensasi Insentif

**Uji Normalitas Misi Strategik – Sistem Kompensasi Insentif : K-S**

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Unstandardized Residual	43	100.0%	0	.0%	43	100.0%

**Descriptives**

		Statistic	Std. Error
Unstandardized Residual	Mean	.0000000	.21054416
	95% Confidence Interval for Mean	Lower Bound Upper Bound	-.4248953 .4248953
	5% Trimmed Mean	.0213253	
	Median	-.0606324	
	Variance	1.906	
	Std. Deviation	1.380630	
	Minimum	-4.31346	
	Maximum	3.13350	
	Range	7.44696	
	Interquartile Range	1.94131	
	Skewness	-.391	.361
	Kurtosis	1.355	.709

**Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.072	43	.200*	.976	43	.497

\*. This is a lower bound of the true significance.

a. Lilliefors Significance Correction

**Uji Heteroskedastisitas Misi Strategik – Sistem Kompensasi Insentif :  
Uji PARK**

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Misi Strategik <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Ln\_res2

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.274 <sup>a</sup>	.075	.053	2.01916

a. Predictors: (Constant), Misi Strategik

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	13.582	1	13.582	3.331	.075 <sup>a</sup>
	Residual	167.157	41	4.077		
	Total	180.739	42			

a. Predictors: (Constant), Misi Strategik

b. Dependent Variable: Ln\_res2

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.776	4.118		1.645	.108
	Misi Strategik	-.140	.077	-.274	-1.825	.075

a. Dependent Variable: Ln\_res2

## Uji Regresi Misi Strategik-Sistem Kompensasi Insentif-Motivasi Kerja

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	Sistem Kompensasi Insentif, Misi Strategik		Enter

a. All requested variables entered.

b. Dependent Variable: Motivasi Kerja

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.584 <sup>a</sup>	.341	.308	2.238	2.037

a. Predictors: (Constant), Sistem Kompensasi Insentif, Misi Strategik

b. Dependent Variable: Motivasi Kerja

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	103.697	2	51.849	10.352	.000 <sup>a</sup>
	Residual	200.349	40	5.009		
	Total	304.047	42			

a. Predictors: (Constant), Sistem Kompensasi Insentif, Misi Strategik

b. Dependent Variable: Motivasi Kerja

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta				Tolerance	VIF
1	(Constant)	11.458	4.820			2.377	.022		
	Misi Strategik	.050	.098	.075		.507	.615	.753	1.328
	Sistem Kompensasi Insentif	.919	.250	.543		3.672	.001	.753	1.328

a. Dependent Variable: Motivasi Kerja

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Misi Strategik	Sistem Kompensasi Insentif
1	1	2.993	1.000	.00	.00	.00
	2	.005	25.450	.33	.05	.92
	3	.003	33.259	.67	.95	.08

a. Dependent Variable: Motivasi Kerja

**Casewise Diagnostics<sup>a</sup>**

Case Number	Std. Residual	Motivasi Kerja
18	-3.561	23

a. Dependent Variable: Motivasi Kerja

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	23.89	32.56	29.37	1.571	43
Residual	-7.969	4.612	.000	2.184	43
Std. Predicted Value	-3.486	2.028	.000	1.000	43
Std. Residual	-3.561	2.061	.000	.976	43

a. Dependent Variable: Motivasi Kerja

**Uji Normalitas Misi Strategik-Sistem Kompensasi Insentif-Motivasi Kerja**

**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Unstandardized Residual	43	100.0%	0	.0%	43	100.0%

**Descriptives**

		Statistic	Std. Error
Unstandardized Residual	Mean	.0000000	.33306961
	95% Confidence Interval for Mean	Lower Bound	-.6721617
		Upper Bound	.6721617
	5% Trimmed Mean	.1023446	
	Median	.2156271	
	Variance	4.770	
	Std. Deviation	2.184083	
	Minimum	-7.96873	
	Maximum	4.61241	
	Range	12.58113	
	Interquartile Range	2.14879	
	Skewness	-.996	.361
	Kurtosis	3.256	.709

**Tests of Normality**

	Kolmogorov-Smirnov <sup>a</sup>			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Unstandardized Residual	.122	43	.107	.938	43	.023

a. Lilliefors Significance Correction

## Uji Heteroskedastisitas Misi Strategik-Sistem Kompensasi Insentif-Motivasi

### Kerja : Uji Glejser

#### Variables Entered/Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Sistem Kompensasi Insentif, Misi Strategic	.	Enter

a. All requested variables entered.

b. Dependent Variable: Abs\_res

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.120 <sup>a</sup>	.014	-.035	1.50253

a. Predictors: (Constant), Sistem Kompensasi Insentif, Misi Strategic

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.317	2	.659	.292	.749 <sup>a</sup>
	Residual	90.304	40	2.258		
	Total	91.621	42			

a. Predictors: (Constant), Sistem Kompensasi Insentif, Misi Strategic

b. Dependent Variable: Abs\_res

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.076	3.236		.641	.525
	Misi Strategic	-.043	.066	-.120	-.661	.512
	Sistem Kompensasi Insentif	.111	.168	.119	.661	.513

a. Dependent Variable: Abs\_res

**Data Responden + Mean  
MISI STRATEGIK  
JENIS KELAMIN**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MS * JK	43	100,0%	0	,0%	43	100,0%

**Case Summaries**

MS

JK	N	Minimum	Maximum	Mean	% of Total N
PRIA	31	46	64	57,32	72,1%
WANITA	12	50	62	57,50	27,9%
Total	43	46	64	57,37	100,0%

**Umur**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MS * UMUR	43	100,0%	0	,0%	43	100,0%

**Case Summaries**

UMUR	N	Minimum	Maximum	Mean	% of Total N
<25	1	62	62	62,00	2,3%
25-35	31	47	64	57,35	72,1%
35-45	11	46	60	57,00	25,6%
Total	43	46	64	57,37	100,0%

**Pendidikan**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MS * PENDIDIKAN	43	100,0%	0	,0%	43	100,0%

**Case Summaries**

PENDIDIKAN	N	Minimum	Maximum	Mean	% of Total N
SLTA	18	46	64	57,33	41,9%
S1	15	50	62	56,80	34,9%
LAINNYA	10	49	63	58,30	23,3%
Total	43	46	64	57,37	100,0%

## Restoran

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MS * RESTO	43	100,0%	0	,0%	43	100,0%

### Case Summaries

RESTO	N	Minimum	Maximum	Mean	% of Total N
KFC	3	46	57	53,00	7,0%
MCD	26	47	64	57,38	60,5%
PH	9	57	62	59,56	20,9%
PAPARONS	5	49	62	56,00	11,6%
Total	43	46	64	57,37	100,0%

## Lama Bekerja

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MS * LAMA	43	100,0%	0	,0%	43	100,0%

### Case Summaries

LAMA	N	Minimum	Maximum	Mean	% of Total N
<3TH	3	49	64	58,33	7,0%
3-5TH	7	54	63	57,43	16,3%
>5	33	46	63	57,27	76,7%
Total	43	46	64	57,37	100,0%

## Posisi dalam Restoran

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MS * POSISI	43	100,0%	0	,0%	43	100,0%

### Case Summaries

POSISI	N	Minimum	Maximum	Mean	% of Total N
Store Manager	5	57	61	59,00	11,6%
Asst.Manager	29	46	64	57,24	67,4%
manajer lainnya	9	49	63	56,89	20,9%
Total	43	46	64	57,37	100,0%

**Motivasi Kerja  
Umur**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * UMUR	43	100,0%	0	,0%	43	100,0%

**Case Summaries**

MK

UMUR	N	Minimum	Maximum	Mean	% of Total N
<25	1	33	33	33,00	2,3%
25-35	31	23	38	32,61	72,1%
35-45	11	30	38	34,82	25,6%
Total	43	23	38	33,19	100,0%

**Jenis Kelamin**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * JK	43	100,0%	0	,0%	43	100,0%

**Case Summaries**

JK	N	Minimum	Maximum	Mean	% of Total N
PRIA	31	23	38	33,42	72,1%
WANITA	12	28	37	32,58	27,9%
Total	43	23	38	33,19	100,0%

**Pendidikan**

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * PENDIDIKAN	43	100,0%	0	,0%	43	100,0%

**Case Summaries**

PENDIDIKAN	N	Minimum	Maximum	Mean	% of Total N
SLTA	18	23	38	33,50	41,9%
S1	15	28	38	33,73	34,9%
LAINNYA	10	27	34	31,80	23,3%
Total	43	23	38	33,19	100,0%



## Restoran

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * RESTO	43	100,0%	0	,0%	43	100,0%

### Case Summaries

RESTO	N	Minimum	Maximum	Mean	% of Total N
KFC	3	31	36	33,67	7,0%
MCD	26	23	38	32,77	60,5%
PH	9	32	38	34,67	20,9%
PAPARONS	5	27	35	32,40	11,6%
Total	43	23	38	33,19	100,0%

## Lama Bekerja

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * LAMA	43	100,0%	0	,0%	43	100,0%

### Case Summaries

NAMA	N	Minimum	Maximum	Mean	% of Total N
<3TH	3	27	38	32,67	7,0%
3-5TH	7	28	35	32,86	16,3%
>5	33	23	38	33,30	76,7%
Total	43	23	38	33,19	100,0%

## Posisi Dalam Restoran

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * POSISI	43	100,0%	0	,0%	43	100,0%

### Case Summaries

POSISI	N	Minimum	Maximum	Mean	% of Total N
Store Manager	5	33	38	36,00	11,6%
Asst.Manager	29	23	38	33,28	67,4%
manajer lainnya	9	27	34	31,33	20,9%
Total	43	23	38	33,19	100,0%

## Sistem Kompensasi Insentif

### Jenis Kelamin

#### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
SK * JK	43	100,0%	0	,0%	43	100,0%

#### Case Summaries

JK	Mean	Minimum	Maximum	% of Total N
PRIA	20,68	9	24	72,1%
WANITA	20,17	16	23	27,9%
Total	20,53	9	24	100,0%

### Posisi Dalam Restoran

#### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
SK * POSISI	43	100,0%	0	,0%	43	100,0%

#### Case Summaries

POSISI	N	Minimum	Maximum	Mean	% of Total N
Store Manager	5	21	23	22,00	11,6%
Asst. Manager	29	9	24	20,69	67,4%
manajer lainnya	9	14	23	19,22	20,9%
Total	43	9	24	20,53	100,0%

### Umur

#### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
MK * UMUR	43	100,0%	0	,0%	43	100,0%

#### Case Summaries

Umur	N	Mean	% of Total N
<25	1	17,00	2,3%
25-35	31	16,39	72,1%
35-45	11	17,18	25,6%
Total	43	16,60	100,0%

## Pendidikan

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
SK * PENDIDIKAN	43	100,0%	0	,0%	43	100,0%

### Case Summaries

PENDIDIKAN	N	Minimum	Maximum	Mean	% of Total N
SLTA	18	18	24	21,28	41,9%
S1	15	16	23	20,93	34,9%
LAINNYA	10	9	23	18,60	23,3%
Total	43	9	24	20,53	100,0%

## Lama Bekerja

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
SK * LAMA	43	100,0%	0	,0%	43	100,0%

### Case Summaries

LAMA	N	Minimum	Maximum	Mean	% of Total N
<3TH	3	14	23	19,67	7,0%
3-5TH	7	19	23	21,00	16,3%
>5	33	9	24	20,52	76,7%
Total	43	9	24	20,53	100,0%

## Restoran

### Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
SK * RESTO	43	100,0%	0	,0%	43	100,0%

### Case Summaries

RESTO	Mean	Minimum	Maximum	% of Total N
KFC	21,00	21	21	7,0%
MCD	19,96	9	23	60,5%
PH	22,11	20	24	20,9%
PAPARONS	20,40	14	23	11,6%
Total	20,53	9	24	100,0%