LAMPIRAN A

Informasi responden

Usia :

Jenis Kelamin : L/P (Pilih dengan melingkari)

Pendidikan terakhir : (pilih dan isi salah satu)

- ○ SMA
- ○ S1
- ○ S2
- ○ S3

Pendidikan lebih lanjut:

- ○ Sertifikasi_____ (sebutkan)
- ○ Lainnya _____ (sebutkan)

Lama bekerja _____ Tahun

Jabatan : Manajer/Kepala bagian _____ (sebutkan divisi jika ada)

_____

Tanda tangan dan nama terang

Dengan hormat,

Di tengah kesibukan Bapak/Ibu saat ini, saya mohon kesediaannya meluangkan waktu untuk mengisi kuesioner penelitian yang saya lampirkan berikut ini. Pada masing-masing kuesioner, Bapak/Ibu diminta untuk membaca setiap pernyataan, kemudian dimohon untuk mengisi pernyataan tersebut dengan **tanda centang (✓).** Tujuan diadakannya pengisian kuesioner ini adalah untuk memperoleh data yang dibutuhkan dalam pembuatan skripsi guna meraih gelar kesarjanaan di Fakultas Ekonomi dan Bisnis Universitas Katolik Soegijapranata.

Kuesioner Kinerja (Model Mahoney dalam Afrida, 2013)

Mohon Bapak/Ibu ukur kinerja akhir-akhir ini untuk setiap bidang berikut ini dengan memberi skor antara 1 sampai dengan 5, sesuai dengan skor yang tepat menggambarkan kinerja Bapak/Ibu, berikut ketentuan skor.

Sangat rendah	Rendah	Netral	Tinggi	Sangat Tinggi
1	2	3	4	5

PERNYATAAN	1	2	3	4	5
1. Kinerja saya dalam bidang perencanaan Misal : Menentukan tujuan, kebijakan dan tindakan, penjadwalan kerja, penganggaran, merancang prosedur, pemrograman.					
2. Kinerja saya dalam bidang investigasi Misal : Mengumpulan dan mempersiapkan informasi untuk catatan, laporan dan rekening, mengukur hasil, menentukan persediaan, analisa pekerjaan.					
3. Kinerja saya dalam bidang pengkoordinasian Misal : Tukar menukar informasi dengan bagian organisasi yang lain untuk mengaitkan dan menyesuaikan program, komunikasi dengan manajer/ kepala bagian departemen lain.					
4. Kinerja saya dalam bidang evaluasi Misal : Menilai dan mengukur proposal, mengamati kinerja anggota dan melaporkan,					

melakukan penilaian terhadap catatan, penilaian laporan keuangan, pemeriksaan produk/jasa.					
5. Kinerja saya dalam bidang pengawasan Misal : Mengarahkan, memimpin dan mengembangkan anggota. Membimbing, melatih dan menjelaskan peraturan kerja. Memberikan tugas, dan menangani keluhan					
6. Kinerja saya dalam bidang pengaturan staff Misal : Mempertahankan anggota anda yang berkualitas. Merekrut, mewawancarai dan memilih pegawai baru. Menempatkan, mempromosilan dan memutasi anggota.					
7. Kinerja saya dalam bidang negosiasi Misal : Melakukan pembelian/penjualan. Melakukan kontrak barang/jasa Menghubungi pemasok, tawar menawar dengan pemasok.					

8. Kinerja saya dalam bidang perwakilan Misal : Menghadiri pertemuan dengan organisasi lain. Mengikuti pertemuan perkumpulan, menyajikan pidato untuk acara-acara sosial kemasyarakatan. Mempromosikan tujuan umum organisasi Bapak/Ibu.					

Kuesioner Imbalan Finansial (Diadaptasi dari Amrullah, 2012)

Mohon Bapak/Ibu ukur Imbalan finansial yang diberikan perusahaan akhir-akhir ini dengan memberi skor antara 1 sampai dengan 5, sesuai dengan skor yang tepat menggambarkan kinerja Bapak/Ibu, berikut ketentuan skor.

Sangat tidak setuju	Tidak setuju	Netral	Setuju	Sangat setuju
1	2	3	4	5

NO.	Pernyataan	1	2	3	4	5
A.	**GAJI**					
1	Gaji yang diberikan perusahaan tempat saya bekerja telah cukup untuk memenuhi kebutuhan sehari-hari setiap bulan					
2	Gaji yang diberikan perusahaan tempat saya bekerja cukup layak serta sesuai dengan posisi jabatan.					
3	Saya merasa bahwa motivasi dan semangat kerja terpacu dengan gaji yang saya terima					
B.	**BONUS**					
1	Bonus yang diberikan perusahaan tempat saya bekerja dapat meningkatkan semangat kerja					
2	Bonus diberikan secara adil					
3	Bonus yang saya terima sesuai harapan					
C.	**PROGRAM PROTEKSI**					

1	Saya merasa bahwa tunjangan yang diberikan sesuai peranan saya dalam perusahaan					
2	Saya merasa bahwa saya mengandalkan tunjangan untuk pemenuhan kebutuhan saya					
3	Saya merasa aman dengan adanya asuransi yang diberikan					
4	Adanya asuransi kesehatan bagi karyawan dapat membantu kesejahteraan keluarga saya					
5	Perusahaan memberikan pesangon bagi karyawan yang pensiun					
6	Perusahaan memberikan pesangon bagi karyawan yang meninggal					

Kuesioner Imbalan Non Finansial (Diadaptasi dari Amrullah, 2012)

Mohon Bapak/Ibu ukur Imbalan nonfinansial yang diberikan perusahaan akhir-akhir ini dengan memberi skor antara 1 sampai dengan 5, sesuai dengan skor yang tepat menggambarkan kinerja Bapak/Ibu, berikut ketentuan skor.

Sangat tidak setuju	Tidak setuju	Netral	Setuju	Sangat setuju
1	2	3	4	5

NO.	Pernyataan	1	2	3	4	5
A.	**PENGAKUAN**					
1	Perusahaan tempat saya bekerja, memberikan kepercayaan kepada karyawan untuk mempertanggung jawabkan tugas-tugasnya.					
2	Pimpinan perusahaan tempat saya bekerja selalu bersikap ramah dan santun pada semua karyawan.					
3	Perusahaan tempat saya bekerja, memberikan peluang yang sama dalam pengakuan atas prestasi karyawan.					
B.	**KESEMPATAN BELAJAR**					
4	Perusahaan tempat saya bekerja, memberikan kesempatan bagi karyawan					

	mengikuti pelatihan untuk meningkatkan kemampuannya.					
5	Pimpinan senantiasa menjalin komunikasi dan memberi arahan pada karyawan.					
6	Pimpinan memberi kesempatan bertanya bagi karyawan yang kesulitan dalam mejalankan tugas					
C.	**TANTANGAN**					
7	Perusahaan tempat saya bekerja, memberikan kepercayaan kepada karyawan untuk mengerjakan tugas-tugas yang bervariasi sesuai dengan keahliannya.					
8	Bekerja dalam tim yang dibentuk perusahaan memacu saya untuk bekerja lebih maksimal					
9	Saya merasa tertantang dengan tugas-tugas baru yang diberikan perusahaan					
D.	**PENGEMBANGAN KARIR**					
10	Perusahaan tempat saya bekerja, memberikan peluang yang merata					

	kepada karyawan untuk dipromosikan pada jabatan yang lebih tinggi.					
11	Perusahaan tempat saya bekerja memberi promosi sesuai dengan keahlian dan pengalaman					

LAMPIRAN B : Tabulasi Data

no	PENDIDIKAN	GENDER	k1	k2	k3	k4	k5	k6
1	2	1	3	3	4	4	4	4
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34	1	1	2	3	4	5	5	4
35	2	1	5	4	3	2	5	5
36	2	2	5	5	4	2	4	4
37	2	2	2	3	4	2	5	4

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41	**2**	**2**	**5**	**5**	**5**	**2**	**5**	**4**
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57	**2**	**1**	**2**	**5**	**4**	**3**	**4**	**4**
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104	**3**	**2**	**5**	**3**	**4**	**3**	**4**	**3**
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no	FG1	FG2	FG3	FB1	FB2	FB3	FP1	FP2	FP3	FP4	FP5	FP6
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39	4	5	5	3	5	4	5	5	5	4	2	3
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41	**3**	**4**	**2**	**3**	**3**	**3**	**5**	**3**	**3**	**4**	**2**	**4**
42	**5**	**5**	**2**	**4**	**5**	**5**	**5**	**4**	**4**	**4**	**5**	**3**
43	**5**	**5**	**5**	**5**	**5**	**3**	**5**	**4**	**5**	**5**	**5**	**5**
44	**4**	**5**	**5**	**4**	**4**	**5**	**5**	**5**	**5**	**5**	**2**	**4**
45	**4**	**5**	**5**	**5**	**3**	**5**	**2**	**5**	**5**	**4**	**2**	**5**
46	**4**	**3**	**5**	**3**	**4**	**5**	**5**	**4**	**4**	**4**	**5**	**3**
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54	**4**	**4**	**2**	**4**	**4**	**4**	**3**	**5**	**4**	**4**	**5**	**4**
55	**3**	**3**	**5**	**4**	**4**	**4**	**3**	**3**	**3**	**3**	**5**	**4**
56	**4**	**3**	**2**	**3**	**3**	**2**	**2**	**3**	**2**	**3**	**5**	**4**
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65	**4**	**4**	**2**	**4**	**5**	**4**	**2**	**4**	**3**	**3**	**2**	**5**
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67	**3**	**4**	**2**	**5**	**4**	**4**	**2**	**4**	**4**	**4**	**2**	**3**
68	**4**	**4**	**2**	**3**	**4**	**4**	**3**	**4**	**4**	**4**	**2**	**4**
69	**4**	**3**	**2**	**3**	**5**	**5**	**3**	**4**	**5**	**5**	**2**	**4**
70	**4**	**4**	**3**	**4**	**4**	**4**	**3**	**4**	**4**	**2**	**2**	**4**
71	**4**	**4**	**2**	**3**	**4**	**4**	**3**	**3**	**3**	**4**	**2**	**4**
72	**3**	**5**	**3**	**4**	**4**	**4**	**2**	**5**	**3**	**4**	**2**	**4**
73	**4**	**3**	**3**	**4**	**4**	**4**	**3**	**4**	**4**	**4**	**3**	**4**
74	**4**	**4**	**3**	**4**	**4**	**4**	**2**	**5**	**3**	**5**	**2**	**3**
75	**3**	**4**	**3**	**4**	**3**	**5**	**3**	**4**	**3**	**3**	**3**	**3**
76	**3**	**5**	**2**	**5**	**4**	**3**	**3**	**3**	**5**	**5**	**3**	**4**
77	**4**	**4**	**3**	**3**	**4**	**3**	**2**	**3**	**4**	**4**	**3**	**4**
78	**4**	**5**	**2**	**4**	**4**	**4**	**5**	**3**	**2**	**4**	**3**	**3**
79	**4**	**5**	**3**	**5**	**4**	**4**	**5**	**5**	**4**	**4**	**2**	**5**
80	**4**	**4**	**3**	**4**	**4**	**4**	**5**	**5**	**4**	**5**	**3**	**5**
81	**5**	**5**	**2**	**4**	**5**	**5**	**3**	**5**	**4**	**4**	**2**	**4**

82	**4**	**5**	**5**	**5**	**4**	**4**	**4**	**3**	**5**	**5**	**3**	**3**
83	**5**	**5**	**5**	**5**	**5**	**5**	**3**	**4**	**4**	**5**	**3**	**4**
84	**5**	**5**	**5**	**5**	**5**	**5**	**2**	**4**	**4**	**5**	**2**	**5**
85	**3**	**2**	**3**	**1**	**2**	**3**	**2**	**2**	**2**	**4**	**5**	**4**
86	**2**	**3**	**1**	**3**	**3**	**3**	**3**	**3**	**3**	**4**	**5**	**3**
87	**1**	**3**	**2**	**3**	**2**	**3**	**4**	**4**	**4**	**4**	**5**	**5**
88	**2**	**3**	**2**	**2**	**2**	**3**	**1**	**1**	**2**	**2**	**3**	**1**
89	**2**	**3**	**1**	**2**	**1**	**1**	**2**	**1**	**2**	**1**	**2**	**1**
90	**3**	**2**	**3**	**2**	**3**	**2**	**2**	**1**	**2**	**3**	**2**	**3**
91	**1**	**1**	**2**	**2**	**3**	**3**	**3**	**3**	**2**	**2**	**1**	**3**
92	**2**	**2**	**1**	**1**	**2**	**3**	**1**	**1**	**1**	**1**	**1**	**1**
93	**2**	**1**	**1**	**1**	**1**	**1**	**2**	**3**	**2**	**2**	**1**	**3**
94	**3**	**1**	**1**	**2**	**1**	**1**	**2**	**1**	**1**	**2**	**1**	**2**
95	**3**	**2**	**2**	**3**	**2**	**1**	**3**	**1**	**1**	**1**	**1**	**2**
96	**2**	**3**	**2**	**3**	**2**	**1**	**2**	**1**	**1**	**2**	**3**	**1**
97	**3**	**2**	**1**	**3**	**2**	**1**	**1**	**2**	**2**	**2**	**1**	**2**
98	**2**	**1**	**1**	**1**	**2**	**2**	**1**	**2**	**2**	**1**	**1**	**1**
99	**1**	**1**	**1**	**1**	**2**	**2**	**1**	**1**	**1**	**1**	**1**	**2**
100	**2**	**3**	**1**	**4**	**3**	**2**	**4**	**3**	**4**	**3**	**3**	**4**
101	**4**	**4**	**3**	**5**	**5**	**4**	**3**	**5**	**5**	**4**	**3**	**5**
102	**3**	**3**	**3**	**4**	**2**	**3**	**3**	**2**	**3**	**4**	**4**	**3**
103	**3**	**4**	**3**	**3**	**4**	**3**	**3**	**3**	**4**	**5**	**4**	**4**
104	**3**	**4**	**4**	**3**	**4**	**3**	**4**	**5**	**4**	**4**	**4**	**5**
105	**5**	**4**	**4**	**5**	**3**	**4**	**5**	**4**	**4**	**3**	**4**	**3**
106	**3**	**4**	**3**	**3**	**4**	**3**	**5**	**4**	**4**	**4**	**5**	**4**
107	**3**	**4**	**5**	**3**	**3**	**5**	**4**	**3**	**5**	**4**	**4**	**5**
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109	**5**	**3**	**2**	**5**	**3**	**3**	**4**	**3**	**4**	**5**	**5**	**4**
110	**5**	**4**	**5**	**4**	**4**	**5**	**3**	**3**	**4**	**5**	**4**	**5**
111	**4**	**5**	**4**	**4**	**5**	**3**	**4**	**5**	**5**	**4**	**5**	**5**

NO	NF1	NF2	NF3	NF4	NF5	NF6	NF7	NF8	NF9	NF10	NF11
1	4	5	5	5	4	4	4	5	5	5	4
2	4	5	5	3	4	4	4	3	4	3	4
3	5	5	5	3	5	5	4	4	3	2	5
4	4	4	4	4	4	4	4	4	4	3	4
5	4	3	4	3	4	4	4	4	4	4	4
6	4	5	5	4	4	4	4	4	5	3	3
7	3	5	4	4	4	4	3	5	4	3	4
8	4	3	4	4	4	4	4	3	4	4	4
9	3	3	4	4	3	5	4	3	5	4	4
10	4	2	5	5	4	3	3	3	5	4	5
11	4	3	4	3	4	3	3	3	4	3	3
12	4	3	3	4	4	4	4	3	3	4	4
13	5	5	5	5	4	4	4	5	5	4	4
14	3	2	5	4	4	4	4	4	5	3	5
15	3	2	4	4	5	5	5	5	5	5	5
16	4	2	3	5	4	4	4	5	4	4	5
17	4	2	5	5	5	5	5	5	5	5	5
18	4	2	5	5	5	5	5	5	5	5	5
19	4	5	5	5	4	4	4	4	4	4	4
20	4	2	4	3	4	4	4	4	3	3	4
21	3	2	3	5	5	5	5	5	5	5	5
22	5	2	3	5	5	5	5	3	3	4	4
23	5	3	4	5	5	4	4	5	4	4	4
24	4	2	5	4	5	4	5	4	4	4	4
25	4	2	4	3	4	4	4	5	5	4	4
26	5	2	5	5	4	5	5	4	5	5	5
27	5	2	4	4	5	4	5	4	3	5	5
28	4	2	4	4	5	4	5	5	5	5	4
29	5	5	4	5	4	5	5	5	5	3	4
30	3	2	3	4	4	4	4	4	4	4	4
31	5	5	4	4	5	5	5	4	3	4	5
32	4	2	3	5	4	4	4	4	5	4	4
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34	5	2	4	4	5	5	5	4	4	4	4
35	4	5	3	5	5	4	4	5	5	4	5
36	4	2	3	4	5	5	4	3	5	5	4
37	5	3	4	4	5	5	4	4	4	4	4
38	5	5	4	5	4	4	5	4	4	5	4
39	4	2	3	4	4	5	4	5	4	4	5
40	4	2	5	5	5	4	4	5	5	5	5

41	**4**	**2**	**4**	**3**	**3**	**4**	**4**	**4**	**4**	**4**	**4**
42	**4**	**5**	**3**	**5**	**5**	**4**	**4**	**4**	**5**	**4**	**5**
43	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**4**	**3**
44	**5**	**2**	**4**	**5**	**4**	**5**	**5**	**5**	**4**	**5**	**5**
45	**4**	**2**	**5**	**4**	**4**	**4**	**5**	**5**	**5**	**5**	**4**
46	**4**	**5**	**3**	**4**	**5**	**5**	**5**	**5**	**5**	**3**	**5**
47	**5**	**5**	**4**	**5**	**5**	**5**	**5**	**5**	**4**	**4**	**4**
48	**5**	**5**	**5**	**5**	**4**	**5**	**3**	**5**	**5**	**5**	**5**
49	**5**	**5**	**3**	**5**	**4**	**4**	**4**	**4**	**5**	**5**	**5**
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52	**5**	**2**	**5**	**5**	**4**	**5**	**5**	**4**	**5**	**5**	**5**
53	**5**	**5**	**4**	**5**	**5**	**5**	**4**	**5**	**5**	**5**	**4**
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55	**3**	**5**	**4**	**5**	**5**	**5**	**5**	**5**	**4**	**4**	**4**
56	**3**	**5**	**4**	**4**	**3**	**4**	**4**	**4**	**5**	**4**	**4**
57	**4**	**2**	**4**	**4**	**4**	**5**	**5**	**4**	**4**	**4**	**4**
58	**3**	**5**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**
59	**2**	**2**	**3**	**3**	**3**	**4**	**4**	**3**	**4**	**4**	**4**
60	**4**	**2**	**4**	**4**	**3**	**5**	**3**	**3**	**4**	**4**	**3**
61	**3**	**3**	**4**	**3**	**4**	**5**	**5**	**3**	**4**	**4**	**3**
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64	**4**	**3**	**5**	**3**	**5**	**5**	**5**	**3**	**4**	**4**	**4**
65	**3**	**4**	**5**	**3**	**5**	**4**	**4**	**5**	**5**	**5**	**5**
66	**4**	**3**	**4**	**4**	**3**	**4**	**4**	**2**	**4**	**4**	**4**
67	**4**	**2**	**3**	**3**	**4**	**3**	**4**	**5**	**4**	**5**	**4**
68	**4**	**3**	**4**	**4**	**3**	**4**	**4**	**5**	**4**	**3**	**4**
69	**5**	**4**	**4**	**3**	**4**	**5**	**5**	**5**	**5**	**3**	**5**
70	**2**	**3**	**4**	**3**	**3**	**3**	**4**	**4**	**4**	**4**	**4**
71	**4**	**4**	**4**	**3**	**3**	**4**	**4**	**3**	**3**	**3**	**4**
72	**4**	**3**	**4**	**3**	**4**	**3**	**4**	**5**	**3**	**4**	**4**
73	**4**	**3**	**4**	**4**	**4**	**3**	**3**	**5**	**3**	**4**	**4**
74	**5**	**4**	**3**	**3**	**4**	**4**	**4**	**4**	**3**	**4**	**4**
75	**3**	**3**	**3**	**4**	**4**	**3**	**3**	**2**	**4**	**4**	**3**
76	**5**	**3**	**4**	**3**	**3**	**3**	**4**	**4**	**5**	**5**	**4**
77	**4**	**3**	**4**	**3**	**3**	**4**	**4**	**4**	**4**	**3**	**4**
78	**4**	**3**	**3**	**4**	**4**	**4**	**4**	**3**	**3**	**4**	**4**
79	**4**	**4**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**4**
80	**5**	**3**	**5**	**4**	**5**	**3**	**3**	**4**	**5**	**4**	**4**
81	**4**	**2**	**4**	**3**	**3**	**3**	**3**	**4**	**4**	**4**	**5**

82	**5**	**3**	**3**	**4**	**5**	**3**	**4**	**5**	**3**	**5**	**4**
83	**5**	**3**	**4**	**4**	**4**	**4**	**4**	**5**	**5**	**5**	**5**
84	**5**	**2**	**5**	**4**	**3**	**4**	**4**	**5**	**5**	**5**	**5**
85	**4**	**5**	**4**	**4**	**3**	**4**	**4**	**4**	**5**	**5**	**4**
86	**4**	**5**	**3**	**3**	**3**	**4**	**4**	**4**	**4**	**3**	**4**
87	**4**	**5**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**5**	**5**
88	**2**	**3**	**3**	**2**	**1**	**1**	**1**	**3**	**3**	**1**	**1**
89	**3**	**2**	**4**	**3**	**1**	**1**	**1**	**1**	**2**	**1**	**1**
90	**3**	**4**	**3**	**2**	**1**	**1**	**2**	**3**	**1**	**2**	**1**
91	**2**	**4**	**3**	**4**	**4**	**3**	**2**	**1**	**2**	**3**	**2**
92	**3**	**4**	**5**	**3**	**4**	**3**	**1**	**1**	**1**	**1**	**2**
93	**2**	**1**	**3**	**2**	**2**	**3**	**1**	**2**	**2**	**2**	**1**
94	**2**	**1**	**2**	**1**	**2**	**1**	**2**	**1**	**2**	**2**	**1**
95	**1**	**3**	**2**	**1**	**1**	**2**	**2**	**1**	**2**	**2**	**2**
96	**2**	**3**	**1**	**2**	**1**	**2**	**1**	**2**	**2**	**2**	**2**
97	**3**	**1**	**2**	**3**	**2**	**2**	**2**	**1**	**1**	**2**	**2**
98	**3**	**1**	**3**	**1**	**2**	**1**	**1**	**2**	**1**	**1**	**1**
99	**1**	**3**	**2**	**2**	**2**	**2**	**1**	**2**	**2**	**2**	**2**
100	**3**	**3**	**1**	**2**	**3**	**2**	**2**	**2**	**2**	**1**	**2**
101	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**
102	**4**	**3**	**3**	**3**	**4**	**5**	**4**	**4**	**4**	**4**	**4**
103	**3**	**4**	**5**	**3**	**3**	**3**	**3**	**4**	**5**	**5**	**4**
104	**4**	**3**	**3**	**4**	**5**	**5**	**4**	**2**	**3**	**4**	**4**
105	**4**	**3**	**5**	**4**	**3**	**3**	**3**	**3**	**3**	**4**	**5**
106	**5**	**3**	**4**	**3**	**4**	**5**	**5**	**4**	**4**	**4**	**4**
107	**4**	**4**	**3**	**4**	**3**	**4**	**3**	**3**	**4**	**4**	**5**
108	**4**	**5**	**4**	**4**	**3**	**4**	**5**	**3**	**4**	**5**	**5**
109	**4**	**4**	**3**	**3**	**3**	**3**	**4**	**1**	**5**	**4**	**3**
110	**4**	**5**	**5**	**4**	**3**	**4**	**4**	**3**	**4**	**3**	**1**
111	**3**	**4**	**5**	**4**	**4**	**4**	**3**	**3**	**4**	**5**	**2**

NO	MC_IF	MC_INF	MC_KM	MC_INTERAKSI
1	0,2927	0,5771	0,5357	0,2744
2	0,1573	0,1929	0,2057	0,7756
3	0,1573	0,1371	0,5357	0,5244
4	0,6227	0,0271	0,0357	2,9356
5	0,0627	0,0271	0,3757	0,7756
6	0,4873	0,0271	0,2943	1,3844
7	0,1573	0,0829	0,2943	0,3456
8	0,2673	0,0271	0,4643	0,5244
9	0,2927	0,0271	0,2943	1,6356
10	0,0473	0,1371	0,6243	0,0744
11	0,1727	0,5329	0,0357	3,1856
12	0,1727	0,0829	0,2057	1,6056
13	0,8273	0,5771	0,1243	5,2144
14	0,5973	0,1371	0,2943	2,2944
15	0,1573	0,8071	0,3757	3,1144
16	0,0473	0,4671	0,1243	1,3344
17	0,3773	1,0271	0,0357	5,0644
18	0,5973	1,0271	0,1243	6,1544
19	0,1727	0,2471	0,4643	0,4156
20	0,2927	0,1929	0,2943	2,4056
21	0,0473	0,9171	0,2057	3,0144
22	0,9373	0,4671	0,4643	5,1844
23	0,9373	0,5771	0,2943	5,7044
24	0,4873	0,3571	0,2943	2,7944
25	0,0473	0,2471	0,2943	0,4944
26	1,0473	0,9171	0,2943	7,7944
27	0,1573	0,5771	0,1243	2,2444
28	0,5973	0,6971	0,2943	4,7044
29	0,5973	0,6971	0,6243	4,7044
30	0,5127	0,0271	0,4643	2,5056
31	0,1573	0,5771	0,4643	2,2444
32	0,4873	0,3571	0,6243	2,7944
33	0,4873	0,5771	0,7943	3,7344
34	0,5973	0,5771	0,6243	4,2244
35	0,5973	0,6971	0,6243	4,7044
36	0,2673	0,4671	0,6243	2,2944
37	0,4873	0,4671	0,2943	3,2644
38	0,8273	0,5771	0,9643	5,2144
39	0,4873	0,4671	0,4643	3,2644
40	0,7073	0,8071	0,4643	5,7044

41	**0,4027**	**0,0829**	**0,6243**	**2,4456**
42	**0,5973**	**0,5771**	**0,7943**	**4,2244**
43	**0,9373**	**0,8071**	**0,6243**	**6,7444**
44	**0,8273**	**0,9171**	**0,7943**	**6,7344**
45	**0,8273**	**0,5771**	**0,7943**	**5,2144**
46	**0,0473**	**0,6971**	**0,7943**	**2,1744**
47	**0,8273**	**0,8071**	**0,4643**	**6,2244**
48	**0,8273**	**0,8071**	**0,9643**	**6,2244**
49	**0,2673**	**0,6971**	**0,4643**	**3,1844**
50	**0,9373**	**1,0271**	**0,6243**	**7,7744**
51	**0,8273**	**0,9171**	**0,6243**	**6,7344**
52	**1,1573**	**0,9171**	**0,9643**	**8,3244**
53	**1,0473**	**0,9171**	**0,9643**	**7,7944**
54	**0,3773**	**0,1371**	**1,1243**	**1,4044**
55	**0,2927**	**0,5771**	**1,2943**	**0,2744**
56	**0,7327**	**0,0271**	**0,5357**	**3,3656**
57	**0,2673**	**0,3571**	**0,4643**	**1,8544**
58	**0,7327**	**0,8629**	**0,7057**	**6,0356**
59	**0,7327**	**0,4229**	**0,0357**	**4,7056**
60	**0,2927**	**0,1929**	**0,0357**	**2,4056**
61	**0,1727**	**0,0829**	**0,3757**	**1,6056**
62	**0,0627**	**0,0271**	**0,1243**	**0,7756**
63	**0,4027**	**0,1371**	**0,3757**	**1,7056**
64	**0,4873**	**0,2471**	**0,1243**	**2,3244**
65	**0,2673**	**0,4671**	**0,0357**	**2,2944**
66	**0,3773**	**0,1929**	**0,6243**	**0,0344**
67	**0,1573**	**0,1371**	**0,0357**	**0,5244**
68	**0,1573**	**0,0271**	**0,2943**	**0,0844**
69	**0,4873**	**0,5771**	**0,4643**	**3,7344**
70	**0,0473**	**0,4229**	**0,1243**	**2,0256**
71	**0,0627**	**0,4229**	**0,0357**	**2,4056**
72	**0,2673**	**0,0829**	**0,2943**	**0,0744**
73	**0,1573**	**0,0829**	**0,0357**	**0,3456**
74	**0,2673**	**0,0271**	**0,1243**	**0,5244**
75	**0,1727**	**0,5329**	**0,0357**	**3,1856**
76	**0,3773**	**0,1371**	**0,2943**	**1,4044**
77	**0,0627**	**0,1929**	**0,2943**	**1,5956**
78	**0,0627**	**0,0829**	**0,2943**	**1,1856**
79	**0,7073**	**0,9171**	**1,1243**	**6,1944**
80	**0,5973**	**0,2471**	**0,1243**	**2,7744**
81	**0,8273**	**0,1929**	**0,0357**	**1,6644**

82	**0,4873**	**0,3571**	**0,2943**	**2,7944**
83	**0,9373**	**0,6971**	**0,6243**	**6,2244**
84	**1,0473**	**0,5771**	**0,4643**	**6,1944**
85	**1,1727**	**0,2471**	**0,4643**	**4,5256**
86	**0,7327**	**0,1929**	**0,4643**	**4,0356**
87	**0,5127**	**0,3029**	**0,3757**	**3,5756**
88	**1,7327**	**2,1929**	**2,5357**	**11,7056**
89	**2,1727**	**2,3029**	**1,8757**	**12,6156**
90	**1,4027**	**2,0829**	**1,7057**	**10,8856**
91	**1,5127**	**1,3029**	**1,8757**	**9,3556**
92	**2,1727**	**1,7529**	**2,2057**	**11,7556**
93	**1,9527**	**1,9729**	**2,0357**	**11,6756**
94	**2,1727**	**2,3029**	**1,7057**	**12,6156**
95	**1,9527**	**2,3029**	**2,0357**	**12,2656**
96	**1,9527**	**2,0829**	**2,0357**	**11,8756**
97	**1,6227**	**1,8629**	**1,7057**	**10,8156**
98	**2,1727**	**2,4229**	**1,8757**	**12,7856**
99	**2,4027**	**2,0829**	**1,7057**	**12,6656**
100	**0,6227**	**1,7529**	**0,8757**	**8,4656**
101	**0,8273**	**1,1371**	**1,3757**	**7,7444**
102	**0,7327**	**0,1371**	**1,0357**	**3,0356**
103	**0,0627**	**0,1929**	**0,7943**	**1,5956**
104	**0,1573**	**0,0271**	**0,0357**	**12,0844**
105	**0,1573**	**0,3029**	**0,2057**	**1,2056**
106	**0,0627**	**0,3571**	**0,5357**	**0,4444**
107	**0,1573**	**0,0829**	**0,6243**	**0,3456**
108	**0,0627**	**0,2471**	**0,2943**	**0,0344**
109	**0,1573**	**0,5329**	**0,2943**	**2,0756**
110	**0,5973**	**0,5329**	**0,5357**	**0,5956**
111	**0,7073**	**0,3029**	**0,3757**	**0,7644**

LAMPIRAN C : UJI VALIDITAS DAN RELIABILITAS

```
FILE='D:\tugas\mean centering\reward - kinerja moderasi.sav'.
DATASET NAME DataSet1 WINDOW=FRONT.
RELIABILITY
  /VARIABLES=FG1 FG2 FG3 FB1 FB2 FB3 FP1 FP2 FP3 FP4 FP5 FP6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,899	12

```
RELIABILITY
  /VARIABLES=FG1 FG2 FG3 FB1 FB2 FB3 FP1 FP2 FP3 FP4 FP5 FP6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,899	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FG1	38,9279	74,467	,656	,890
FG2	38,7568	71,931	,716	,886
FG3	39,6667	72,897	,536	,896
FB1	38,7838	73,426	,667	,889
FB2	38,8468	73,695	,687	,888
FB3	38,9189	73,112	,673	,888
FP1	39,5495	76,050	,407	,903
FP2	38,8108	71,318	,729	,885
FP3	38,8649	71,136	,770	,883
FP4	38,7207	71,421	,782	,883
FP5	39,4775	77,034	,324	,909
FP6	38,7207	74,312	,640	,890

```
RELIABILITY
  /VARIABLES=FG1 FG2 FG3 FB1 FB2 FB3 FP2 FP3 FP4 FP6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,917	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FG1	32,8559	56,579	,677	,910
FG2	32,6847	54,400	,732	,906
FG3	33,5946	55,771	,516	,921
FB1	32,7117	55,625	,688	,909
FB2	32,7748	55,667	,724	,907
FB3	32,8468	55,022	,717	,907
FP2	32,7387	53,722	,754	,905
FP3	32,7928	54,166	,755	,905
FP4	32,6486	54,503	,761	,905
FP6	32,6486	56,685	,642	,911

```
RELIABILITY
  /VARIABLES=FG1 FG2 FB1 FB2 FB3 FP2 FP3 FP4 FP6
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,921	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FG1	29,9730	46,063	,656	,916
FG2	29,8018	43,742	,740	,911
FB1	29,8288	44,852	,696	,914
FB2	29,8919	44,843	,736	,911
FB3	29,9640	44,471	,712	,913
FP2	29,8559	42,961	,775	,909
FP3	29,9099	43,755	,746	,911

FP4	29,7658	43,926	,762	,910
FP6	29,7658	45,872	,644	,917

```
RELIABILITY
  /VARIABLES=NF1 NF2 NF3 NF4 NF5 NF6 NF7 NF8 NF9 NF10 NF11
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,917	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NF1	38,0360	63,490	,681	,909
NF2	38,6306	68,271	,222	,935
NF3	38,0721	65,467	,541	,915
NF4	38,1441	61,615	,764	,905
NF5	38,0991	61,145	,754	,905
NF6	38,0360	60,562	,790	,904
NF7	38,0811	59,384	,818	,902
NF8	38,1532	59,858	,731	,906
NF9	37,9820	60,800	,749	,906
NF10	38,0811	61,002	,732	,906
NF11	38,0541	60,106	,764	,905

```
RELIABILITY
  /VARIABLES=NF1 NF3 NF4 NF5 NF6 NF7 NF8 NF9 NF10 NF11
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,935	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NF1	34,7297	57,908	,676	,931
NF3	34,7658	59,836	,534	,937
NF4	34,8378	56,155	,757	,927
NF5	34,7928	55,475	,763	,927
NF6	34,7297	54,999	,794	,925
NF7	34,7748	53,703	,834	,923
NF8	34,8468	54,276	,738	,928
NF9	34,6757	55,221	,753	,927
NF10	34,7748	55,103	,758	,927
NF11	34,7477	54,336	,783	,926

```
RELIABILITY
  /VARIABLES=NF1 NF4 NF5 NF6 NF7 NF8 NF9 NF10 NF11
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,937	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NF1	30,8649	50,227	,668	,935
NF4	30,9730	48,554	,753	,930
NF5	30,9279	47,849	,765	,930
NF6	30,8649	47,409	,796	,928
NF7	30,9099	46,119	,842	,925
NF8	30,9820	46,781	,735	,932
NF9	30,8108	47,791	,741	,931
NF10	30,9099	47,465	,762	,930
NF11	30,8829	46,650	,796	,928

```
RELIABILITY
  /VARIABLES=K1 K2 K3 K4 K5 K6 K7 K8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,845	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	25,2523	30,281	,432	,848
K2	24,6036	28,205	,725	,809
K3	24,5045	29,816	,645	,820
K4	25,2342	31,163	,374	,855
K5	24,3694	27,781	,713	,809
K6	24,5135	29,525	,714	,813
K7	24,7027	30,647	,560	,830
K8	24,5856	29,845	,571	,828

```
RELIABILITY
  /VARIABLES=K2 K3 K5 K6 K7 K8
  /SCALE('ALL VARIABLES') ALL
  /MODEL=ALPHA
  /SUMMARY=TOTAL.
```

Reliability

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	111	100,0
	Excluded[a]	0	,0
	Total	111	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,868	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K2	18,5856	16,627	,719	,836
K3	18,4865	17,416	,700	,840
K5	18,3514	16,085	,732	,833
K6	18,4955	17,780	,690	,842
K7	18,6847	18,200	,591	,858
K8	18,5676	17,775	,573	,862

Uji Validitas dan Reliabilitas Imbalan Finansial

Reliability Statistics

Cronbach's Alpha	N of Items
,899	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FG1	38,9279	74,467	,656	,890
FG2	38,7568	71,931	,716	,886
FG3	39,6667	72,897	,536	,896
FB1	38,7838	73,426	,667	,889
FB2	38,8468	73,695	,687	,888
FB3	38,9189	73,112	,673	,888
FP1	39,5495	76,050	,407	,903
FP2	38,8108	71,318	,729	,885
FP3	38,8649	71,136	,770	,883
FP4	38,7207	71,421	,782	,883
FP5	39,4775	77,034	,324	,909
FP6	38,7207	74,312	,640	,890

Uji Validitas dan Reliabiltias Imbalan Finansial 2

Reliability Statistics

Cronbach's Alpha	N of Items
,917	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FG1	32,8559	56,579	,677	,910
FG2	32,6847	54,400	,732	,906
FG3	33,5946	55,771	,516	,921
FB1	32,7117	55,625	,688	,909
FB2	32,7748	55,667	,724	,907
FB3	32,8468	55,022	,717	,907
FP2	32,7387	53,722	,754	,905
FP3	32,7928	54,166	,755	,905
FP4	32,6486	54,503	,761	,905
FP6	32,6486	56,685	,642	,911

Uji validitas dan Reliabilitas Imbalan Finansial 3

Reliability Statistics

Cronbach's Alpha	N of Items
,921	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
FG1	29,9730	46,063	,656	,916
FG2	29,8018	43,742	,740	,911
FB1	29,8288	44,852	,696	,914
FB2	29,8919	44,843	,736	,911

FB3	29,9640	44,471	,712	,913
FP2	29,8559	42,961	,775	,909
FP3	29,9099	43,755	,746	,911
FP4	29,7658	43,926	,762	,910
FP6	29,7658	45,872	,644	,917

Uji Validitas dan Reliabilitas Imbalan Non Finansial

Reliability Statistics

Cronbach's Alpha	N of Items
,917	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NF1	38,0360	63,490	,681	,909
NF2	38,6306	68,271	,222	,935
NF3	38,0721	65,467	,541	,915
NF4	38,1441	61,615	,764	,905
NF5	38,0991	61,145	,754	,905
NF6	38,0360	60,562	,790	,904
NF7	38,0811	59,384	,818	,902
NF8	38,1532	59,858	,731	,906
NF9	37,9820	60,800	,749	,906
NF10	38,0811	61,002	,732	,906
NF11	38,0541	60,106	,764	,905

Uji Validitas dan Reliabilitas Imbalan Non Finansial 2

Reliability Statistics

Cronbach's Alpha	N of Items
,935	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NF1	34,7297	57,908	,676	,931
NF3	34,7658	59,836	,534	,937
NF4	34,8378	56,155	,757	,927
NF5	34,7928	55,475	,763	,927
NF6	34,7297	54,999	,794	,925
NF7	34,7748	53,703	,834	,923
NF8	34,8468	54,276	,738	,928
NF9	34,6757	55,221	,753	,927
NF10	34,7748	55,103	,758	,927
NF11	34,7477	54,336	,783	,926

Uji Validitas dan Reliabilitas Imbalan Non Finansial 3

Reliability Statistics

Cronbach's Alpha	N of Items
,937	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
NF1	30,8649	50,227	,668	,935
NF4	30,9730	48,554	,753	,930
NF5	30,9279	47,849	,765	,930
NF6	30,8649	47,409	,796	,928
NF7	30,9099	46,119	,842	,925
NF8	30,9820	46,781	,735	,932
NF9	30,8108	47,791	,741	,931
NF10	30,9099	47,465	,762	,930
NF11	30,8829	46,650	,796	,928

Uji Validitas dan Reliabilitas Kinerja Manajerial

Reliability Statistics

Cronbach's Alpha	N of Items
,845	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K1	25,2523	30,281	,432	,848
K2	24,6036	28,205	,725	,809
K3	24,5045	29,816	,645	,820
K4	25,2342	31,163	,374	,855
K5	24,3694	27,781	,713	,809
K6	24,5135	29,525	,714	,813
K7	24,7027	30,647	,560	,830
K8	24,5856	29,845	,571	,828

Uji Validitas dan Reliabilitas Kinerja Manajerial 2

Reliability Statistics

Cronbach's Alpha	N of Items
,868	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
K2	18,5856	16,627	,719	,836
K3	18,4865	17,416	,700	,840
K5	18,3514	16,085	,732	,833
K6	18,4955	17,780	,690	,842

K7	18,6847	18,200	,591	,858
K8	18,5676	17,775	,573	,862

LAMPIRAN D: Statistik Descriptive

```
DESCRIPTIVES VARIABLES=FG1 FG2 FB1 FB2 FB3 FP2 FP3 FP4 FP6
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
FG1	111	1,00	5,00	3,6216	,98215
FG2	111	1,00	5,00	3,7928	1,10468
FB1	111	1,00	5,00	3,7658	1,05274
FB2	111	1,00	5,00	3,7027	1,00539
FB3	111	1,00	5,00	3,6306	1,06965
FP2	111	1,00	5,00	3,7387	1,13387
FP3	111	1,00	5,00	3,6847	1,09530
FP4	111	1,00	5,00	3,8288	1,06065
FP6	111	1,00	5,00	3,8288	1,01689
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=NF1 NF4 NF5 NF6 NF7 NF8 NF9 NF10 NF11
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
NF1	111	1,00	5,00	3,9009	,92397
NF4	111	1,00	5,00	3,7928	,98273
NF5	111	1,00	5,00	3,8378	1,03168
NF6	111	1,00	5,00	3,9009	1,03533

NF7	111	1,00	5,00	3,8559	1,09417
NF8	111	1,00	5,00	3,7838	1,16311
NF9	111	1,00	5,00	3,9550	1,06504
NF10	111	1,00	5,00	3,8559	1,06896
NF11	111	1,00	5,00	3,8829	1,10156
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=K2 K3 K5 K6 K7 K8
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
K2	111	1,00	5,00	3,6486	1,10081
K3	111	1,00	5,00	3,7477	1,00425
K5	111	1,00	5,00	3,8829	1,16571
K6	111	1,00	5,00	3,7387	,96022
K7	111	1,00	5,00	3,5495	1,00669
K8	111	1,00	5,00	3,6667	1,09821
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=FG FB FP
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
FG	111	1,00	5,00	3,7072	,94501
FB	111	1,00	5,00	3,6997	,87727
FP	111	1,00	5,00	3,7703	,91399
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=NFA NFB NFC NFD
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
NFA	111	1,00	5,00	3,9009	,92397
NFB	111	1,33	5,00	3,8438	,90545
NFC	111	1,00	5,00	3,8649	,97170
NFD	111	1,00	5,00	3,8694	1,00162
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=FG1 FG2 FB1 FB2 FB3 FP2 FP3 FP4 FP6
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
FG1	111	1,00	5,00	3,6216	,98215
FG2	111	1,00	5,00	3,7928	1,10468
FB1	111	1,00	5,00	3,7658	1,05274
FB2	111	1,00	5,00	3,7027	1,00539
FB3	111	1,00	5,00	3,6306	1,06965
FP2	111	1,00	5,00	3,7387	1,13387
FP3	111	1,00	5,00	3,6847	1,09530
FP4	111	1,00	5,00	3,8288	1,06065
FP6	111	1,00	5,00	3,8288	1,01689
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=NF1 NF4 NF5 NF6 NF7 NF8 NF9 NF10 NF11
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
NF1	111	1,00	5,00	3,9009	,92397
NF4	111	1,00	5,00	3,7928	,98273
NF5	111	1,00	5,00	3,8378	1,03168
NF6	111	1,00	5,00	3,9009	1,03533
NF7	111	1,00	5,00	3,8559	1,09417
NF8	111	1,00	5,00	3,7838	1,16311

NF9	111	1,00	5,00	3,9550	1,06504
NF10	111	1,00	5,00	3,8559	1,06896
NF11	111	1,00	5,00	3,8829	1,10156
Valid N (listwise)	111				

```
DESCRIPTIVES VARIABLES=K2 K3 K5 K6 K7 K8
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
K2	111	1,00	5,00	3,6486	1,10081
K3	111	1,00	5,00	3,7477	1,00425
K5	111	1,00	5,00	3,8829	1,16571
K6	111	1,00	5,00	3,7387	,96022
K7	111	1,00	5,00	3,5495	1,00669
K8	111	1,00	5,00	3,6667	1,09821
Valid N (listwise)	111				

```
MEANS TABLES=IF INF KM BY Pendidikan Gender
  /CELLS MEAN COUNT STDDEV.
```

Means

[DataSet1] D:\tugas\mean centering\REVISI SKRIPSI\UJI SPSS\reward - kinerja moderasi.sav

Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent

IF * Pendidikan	111	100,0%	0	0,0%	111	100,0%
INF * Pendidikan	111	100,0%	0	0,0%	111	100,0%
KM * Pendidikan	111	100,0%	0	0,0%	111	100,0%
IF * Gender	111	100,0%	0	0,0%	111	100,0%
INF * Gender	111	100,0%	0	0,0%	111	100,0%
KM * Gender	111	100,0%	0	0,0%	111	100,0%

IF INF KM * Pendidikan

Pendidikan		IF	INF	KM
SMA	Mean	3,6589	3,7881	3,6744
	N	43	43	43
	Std. Deviation	,92181	1,01076	,92864
S1	Mean	3,6954	3,8506	3,7011
	N	58	58	58
	Std. Deviation	,79160	,77807	,76711
S2	Mean	4,2667	4,2556	3,8667
	N	10	10	10
	Std. Deviation	,35985	,47733	,67951
Total	Mean	3,7327	3,8629	3,7057
	N	111	111	111
	Std. Deviation	,82977	,85948	,82142

IF INF KM * Gender

Gender		IF	INF	KM
LAKI-LAKI	Mean	3,7330	3,8534	3,6944
	N	72	72	72
	Std. Deviation	,83724	,86887	,85991
PEREMPUAN	Mean	3,7322	3,8803	3,7265
	N	39	39	39
	Std. Deviation	,82667	,85285	,75557
Total	Mean	3,7327	3,8629	3,7057
	N	111	111	111
	Std. Deviation	,82977	,85948	,82142

LAMPIRAN E : Uji Asumsi Klasik dan Uji Hipotesis

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT KM
  /METHOD=ENTER IF INF
  /METHOD=ENTER IF INF INTERAKSI.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	INF, IF[b]	.	Enter
2	INTERAKSI[b]	.	Enter

a. Dependent Variable: KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,834[a]	,696	,690	,45706
2	,852[b]	,726	,718	,43587

a. Predictors: (Constant), INF, IF

b. Predictors: (Constant), INF, IF, INTERAKSI

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	51,658	2	25,829	123,640	,000[b]
	Residual	22,562	108	,209		
	Total	74,220	110			
2	Regression	53,892	3	17,964	94,557	,000[c]
	Residual	20,328	107	,190		
	Total	74,220	110			

a. Dependent Variable: KM

b. Predictors: (Constant), INF, IF

c. Predictors: (Constant), INF, IF, INTERAKSI

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Col
		B	Std. Error	Beta			Toler
1	(Constant)	,522	,207		2,522	,013	
	IF	,382	,107	,386	3,554	,001	
	INF	,455	,104	,476	4,388	,000	
2	(Constant)	-1,093	,511		-2,140	,035	
	IF	,983	,203	,993	4,841	,000	
	INF	,967	,179	1,012	5,400	,000	
	INTERAKSI	-,173	,051	-1,120	-3,429	,001	

a. Dependent Variable: KM

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Stati	
						Tolerance	VIF
1	INTERAKSI	-1,120[b]	-3,429	,001	-,315	,024	41,641

a. Dependent Variable: KM

b. Predictors in the Model: (Constant), INF, IF

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	IF	INF	INTERAK
1	1	2,965	1,000	,00	,00	,00	
	2	,030	10,023	1,00	,06	,06	
	3	,006	22,297	,00	,94	,94	
2	1	3,935	1,000	,00	,00	,00	
	2	,058	8,231	,07	,00	,00	
	3	,006	25,662	,00	,22	,31	
	4	,001	62,482	,93	,78	,69	

a. Dependent Variable: KM

```
DESCRIPTIVES VARIABLES=IF INF KM INTERAKSI
  /STATISTICS=MEAN STDDEV MIN MAX.
```

Descriptives

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
IF	111	1,33	4,89	3,7327	,82977
INF	111	1,44	5,00	3,8629	,85948
KM	111	1,17	5,00	3,7057	,82142
INTERAKSI	111	2,25	23,36	15,0356	5,30655
Valid N (listwise)	111				

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_IF MC_INF
  /METHOD=ENTER MC_IF MC_INF MC_INTERAKSI
  /SAVE RESID ZRESID.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_INF, MC_IF[b]	.	Enter
2	MC_INTERAKSI[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843[a]	,710	,705	,30116
2	,849[b]	,720	,713	,29713

a. Predictors: (Constant), MC_INF, MC_IF

b. Predictors: (Constant), MC_INF, MC_IF, MC_INTERAKSI

c. Dependent Variable: MC_KM

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23,996	2	11,998	132,287	,000[b]
	Residual	9,795	108	,091		
	Total	33,791	110			
2	Regression	24,345	3	8,115	91,913	,000[c]
	Residual	9,447	107	,088		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_INF, MC_IF

c. Predictors: (Constant), MC_INF, MC_IF, MC_INTERAKSI

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,090	,043		2,097	,038
	MC_IF	,415	,094	,417	4,425	,000
	MC_INF	,425	,087	,463	4,910	,000
2	(Constant)	,109	,043		2,519	,013
	MC_IF	,541	,112	,543	4,825	,000
	MC_INF	,535	,102	,582	5,259	,000
	MC_INTERAKSI	-,040	,020	-,256	-1,986	,050

a. Dependent Variable: MC_KM

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity	
						Tolerance	VIF
1	MC_INTERAKSI	-,256[b]	-1,986	,050	-,189	,158	6,3

a. Dependent Variable: MC_KM

b. Predictors in the Model: (Constant), MC_INF, MC_IF

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_IF	MC_INF	MC_INTE
1	1	2,587	1,000	,05	,02	,02	
	2	,335	2,778	,93	,05	,08	
	3	,077	5,788	,02	,94	,90	
2	1	3,520	1,000	,02	,01	,01	
	2	,356	3,145	,94	,01	,03	
	3	,078	6,738	,02	,56	,70	
	4	,047	8,690	,02	,41	,26	

a. Dependent Variable: MC_KM

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-,2729	2,0698	,6033	,47044	111
Residual	-,62504	,79363	,00000	,29305	111
Std. Predicted Value	-1,863	3,117	,000	1,000	111
Std. Residual	-2,104	2,671	,000	,986	111

a. Dependent Variable: MC_KM

```
NPAR TESTS
  /K-S(NORMAL)=ZRE_1
  /MISSING ANALYSIS.
```

NPar Tests

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		111
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	,98626937
Most Extreme Differences	Absolute	,058
	Positive	,052
	Negative	-,058
Kolmogorov-Smirnov Z		,615
Asymp. Sig. (2-tailed)		,844

a. Test distribution is Normal.

b. Calculated from data.

```
COMPUTE ABS_RES=ABS(RES_1).
EXECUTE.
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT ABS_RES
  /METHOD=ENTER MC_IF MC_INF
  /METHOD=ENTER MC_IF MC_INF MC_INTERAKSI.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_INF, MC_IF[b]	.	Enter
2	MC_INTERAKSI[b]	.	Enter

a. Dependent Variable: ABS_RES

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,184[a]	,034	,016	,17963
2	,190[b]	,036	,009	,18024

a. Predictors: (Constant), MC_INF, MC_IF

b. Predictors: (Constant), MC_INF, MC_IF, MC_INTERAKSI

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,122	2	,061	1,890	,156[b]
	Residual	3,485	108	,032		
	Total	3,607	110			
2	Regression	,131	3	,044	1,340	,265[c]
	Residual	3,476	107	,032		
	Total	3,607	110			

a. Dependent Variable: ABS_RES

b. Predictors: (Constant), MC_INF, MC_IF

c. Predictors: (Constant), MC_INF, MC_IF, MC_INTERAKSI

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,193	,026		7,528	,000
	MC_IF	,035	,056	,107	,623	,534
	MC_INF	,025	,052	,085	,492	,624
2	(Constant)	,189	,026		7,192	,000
	MC_IF	,015	,068	,047	,223	,824
	MC_INF	,008	,062	,027	,133	,895
	MC_INTERAKSI	,006	,012	,123	,515	,607

a. Dependent Variable: ABS_RES

Excluded Variables[a]

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	MC_INTERAKSI	,123[b]	,515	,607	,050	,158

a. Dependent Variable: ABS_RES

b. Predictors in the Model: (Constant), MC_INF, MC_IF

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_IF MC_INF
  /METHOD=ENTER MC_IF MC_INF MC_INTERAKSI.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_INF, MC_IF[b]	.	Enter
2	MC_INTERAKSI[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843[a]	,710	,705	,30116
2	,849[b]	,720	,713	,29713

a. Predictors: (Constant), MC_INF, MC_IF

b. Predictors: (Constant), MC_INF, MC_IF, MC_INTERAKSI

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23,996	2	11,998	132,287	,000[b]
	Residual	9,795	108	,091		
	Total	33,791	110			
2	Regression	24,345	3	8,115	91,913	,000[c]
	Residual	9,447	107	,088		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_INF, MC_IF

c. Predictors: (Constant), MC_INF, MC_IF, MC_INTERAKSI

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,090	,043		2,097	,038
	MC_IF	,415	,094	,417	4,425	,000
	MC_INF	,425	,087	,463	4,910	,000
2	(Constant)	,109	,043		2,519	,013
	MC_IF	,541	,112	,543	4,825	,000
	MC_INF	,535	,102	,582	5,259	,000
	MC_INTERAKSI	-,040	,020	-,256	-1,986	,050

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FG MCNFA MC_FG_NFA.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FG_NFA, MCNFA, MC_FG[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,137[a]	,019	-,009	,55669

a. Predictors: (Constant), MC_FG_NFA, MCNFA, MC_FG

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,632	3	,211	,680	,566[b]
	Residual	33,159	107	,310		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FG_NFA, MCNFA, MC_FG

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,671	,096		7,009	,000	
	MC_FG	-,220	,169	-,218	-1,302	,196	
	MCNFA	-,135	,135	-,155	-1,000	,319	
	MC_FG_NFA	,041	,036	,253	1,118	,266	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FG	MCNFA	MC_FG
1	1	3,455	1,000	,02	,01	,01	
	2	,298	3,407	,36	,03	,32	
	3	,209	4,068	,60	,21	,10	
	4	,039	9,396	,02	,75	,57	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FG MCNFB MC_FG_NFB.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FG_NFB, MCNFB, MC_FG[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,238[a]	,057	,030	,54583

a. Predictors: (Constant), MC_FG_NFB, MCNFB, MC_FG

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,913	3	,638	2,140	,099[b]
	Residual	31,879	107	,298		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FG_NFB, MCNFB, MC_FG

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,707	,094		7,494	,000	
	MC_FG	,204	,174	,203	1,173	,244	
	MCNFB	-,060	,133	-,065	-,451	,653	
	MC_FG_NFB	-,049	,035	-,312	-1,407	,162	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FG	MCNFB	MC_FG
1	1	3,477	1,000	,02	,01	,01	
	2	,274	3,563	,67	,00	,21	
	3	,208	4,089	,22	,20	,32	
	4	,041	9,237	,09	,79	,46	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FG MCNFC MC_FG_NFC.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FG_NFC, MCNFC, MC_FG[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,232[a]	,054	,027	,54663

a. Predictors: (Constant), MC_FG_NFC, MCNFC, MC_FG

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,819	3	,606	2,029	,114[b]
	Residual	31,972	107	,299		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FG_NFC, MCNFC, MC_FG

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			To
1	(Constant)	,653	,091		7,147	,000	
	MC_FG	,195	,174	,194	1,125	,263	
	MCNFC	,234	,137	,273	1,715	,089	
	MC_FG_NFC	-,081	,035	-,527	-2,300	,023	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FG	MCNFC	MC_FG
1	1	3,523	1,000	,02	,01	,01	
	2	,283	3,527	,81	,00	,10	
	3	,153	4,802	,12	,30	,45	
	4	,041	9,322	,05	,69	,44	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FG MCNFD MC_FG_NFD.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FG_NFD, MCNFD, MC_FG[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,092[a]	,009	-,019	,55957

a. Predictors: (Constant), MC_FG_NFD, MCNFD, MC_FG

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,288	3	,096	,306	,821[b]
	Residual	33,504	107	,313		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FG_NFD, MCNFD, MC_FG

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			To
1	(Constant)	,670	,093		7,196	,000	
	MC_FG	-,143	,184	-,142	-,775	,440	
	MCNFD	-,049	,138	-,062	-,357	,722	
	MC_FG_NFD	,017	,038	,114	,446	,656	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FG	MCNFD	MC_FG
1	1	3,496	1,000	,02	,01	,01	
	2	,305	3,388	,70	,00	,13	
	3	,165	4,605	,23	,27	,33	
	4	,035	10,047	,05	,73	,53	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FB MCNFA MC_FB_NFA.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FB_NFA, MCNFA, MC_FB[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,058[a]	,003	-,025	,56103

a. Predictors: (Constant), MC_FB_NFA, MCNFA, MC_FB

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,113	3	,038	,119	,949[b]
	Residual	33,679	107	,315		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FB_NFA, MCNFA, MC_FB

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,626	,088		7,088	,000	
	MC_FB	,027	,190	,027	,140	,889	
	MCNFA	-,055	,165	-,063	-,333	,740	

	MC_FB_NFA	-,001	,045	-,006	-,022	,982

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FB	MCNFA	MC_FB
1	1	3,462	1,000	,02	,01	,01	
	2	,302	3,388	,85	,00	,09	
	3	,207	4,089	,12	,27	,23	
	4	,029	10,900	,00	,73	,68	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FB MCNFB MC_FB_NFB.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method

1	MC_FB_NFB, MCNFB, MC_FB[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,247[a]	,061	,035	,54454

a. Predictors: (Constant), MC_FB_NFB, MCNFB, MC_FB

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2,064	3	,688	2,320	,079[b]
	Residual	31,728	107	,297		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FB_NFB, MCNFB, MC_FB

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,672	,085		7,867	,000	
	MC_FB	,135	,186	,135	,722	,472	
	MCNFB	-,334	,170	-,362	-1,962	,052	
	MC_FB_NFB	,015	,044	,095	,349	,728	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions

				(Constant)	MC_FB	MCNFB	MC_FB
1	1	3,517	1,000	,02	,01	,01	
	2	,296	3,446	,96	,01	,04	
	3	,157	4,732	,02	,33	,34	
	4	,030	10,862	,00	,65	,61	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FB MCNFC MC_FB_NFC.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FB_NFC, MC_FB, MCNFC[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,046[a]	,002	-,026	,56137

a. Predictors: (Constant), MC_FB_NFC, MC_FB, MCNFC

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,072	3	,024	,076	,973[b]
	Residual	33,719	107	,315		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FB_NFC, MC_FB, MCNFC

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,614	,088		6,990	,000	
	MC_FB	-,021	,201	-,021	-,106	,916	
	MCNFC	-,091	,203	-,105	-,448	,655	
	MC_FB_NFC	,016	,053	,098	,295	,769	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FB	MCNFC	MC_FB
1	1	3,548	1,000	,02	,01	,01	
	2	,302	3,427	,95	,01	,03	
	3	,128	5,257	,02	,41	,24	
	4	,021	12,934	,01	,57	,72	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FB MCNFD MC_FB_NFD.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FB_NFD, MC_FB, MCNFD[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,135[a]	,018	-,009	,55685

a. Predictors: (Constant), MC_FB_NFD, MC_FB, MCNFD

ANOVA[a]

Model	Sum of Squares	df	Mean Square	F	Sig.

1	Regression	,613	3	,204	,659	,579[b]
	Residual	33,179	107	,310		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FB_NFD, MC_FB, MCNFD

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,602	,086		7,013	,000	
	MC_FB	-,124	,187	-,124	-,663	,509	
	MCNFD	-,226	,166	-,282	-1,361	,176	
	MC_FB_NFD	,056	,044	,362	1,264	,209	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FB	MCNFD	MC_FB
1	1	3,517	1,000	,02	,01	,01	
	2	,319	3,319	,90	,01	,05	
	3	,134	5,123	,07	,44	,31	
	4	,030	10,918	,01	,54	,63	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FP MCNFA MC_FP_NFA.
```

Regression

[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FP_NFA, MC_FP, MCNFA[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,115[a]	,013	-,014	,55822

a. Predictors: (Constant), MC_FP_NFA, MC_FP, MCNFA

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,449	3	,150	,481	,697[b]
	Residual	33,342	107	,312		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FP_NFA, MC_FP, MCNFA

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,623	,084		7,402	,000	
	MC_FP	-,179	,184	-,201	-,973	,333	
	MCNFA	-,224	,213	-,256	-1,050	,296	
	MC_FP_NFA	,054	,052	,366	1,035	,303	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FP	MCNFA	MC_FP
1	1	3,473	1,000	,02	,01	,01	
	2	,326	3,264	,95	,02	,02	
	3	,182	4,369	,00	,31	,18	
	4	,019	13,382	,02	,67	,80	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FP MCNFB MC_FP_NFB.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FP_NFB, MCNFB, MC_FP[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,233[a]	,054	,028	,54654

a. Predictors: (Constant), MC_FP_NFB, MCNFB, MC_FP

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1,830	3	,610	2,043	,112[b]
	Residual	31,961	107	,299		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FP_NFB, MCNFB, MC_FP

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,699	,082		8,541	,000	
	MC_FP	,143	,177	,161	,811	,419	
	MCNFB	-,301	,161	-,326	-1,870	,064	
	MC_FP_NFB	,003	,040	,019	,073	,942	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FP	MCNFB	MC_FP
1	1	3,500	1,000	,02	,01	,01	
	2	,328	3,269	,96	,03	,02	
	3	,136	5,076	,01	,33	,54	
	4	,036	9,846	,00	,64	,43	

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FP MCNFC MC_FP_NFC.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FP_NFC, MC_FP, MCNFC[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,108[a]	,012	-,016	,55870

a. Predictors: (Constant), MC_FP_NFC, MC_FP, MCNFC

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,392	3	,131	,419	,740[b]
	Residual	33,399	107	,312		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FP_NFC, MC_FP, MCNFC

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,634	,082		7,753	,000	
	MC_FP	,045	,171	,051	,263	,793	
	MCNFC	,133	,178	,155	,749	,455	
	MC_FP_NFC	-,038	,038	-,256	-,983	,328	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FP	MCNFC	MC_FP
1	1	3,515	1,000	,02	,01	,01	
	2	,344	3,196	,97	,03	,01	

	3	,101	5,901	,00	,62	,42
	4	,040	9,367	,00	,34	,56

a. Dependent Variable: MC_KM

```
REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA COLLIN TOL
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT MC_KM
  /METHOD=ENTER MC_FP MCNFD MC_FP_NFD.
```

Regression

```
[DataSet1] D:\tugas\mean centering\reward - kinerja moderasi.sav
```

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	MC_FP_NFD, MC_FP, MCNFD[b]	.	Enter

a. Dependent Variable: MC_KM

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,069[a]	,005	-,023	,56062

a. Predictors: (Constant), MC_FP_NFD, MC_FP, MCNFD

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	,162	3	,054	,172	,915[b]
	Residual	33,629	107	,314		
	Total	33,791	110			

a. Dependent Variable: MC_KM

b. Predictors: (Constant), MC_FP_NFD, MC_FP, MCNFD

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	C
		B	Std. Error	Beta			Tol
1	(Constant)	,643	,082		7,816	,000	
	MC_FP	,018	,156	,020	,115	,909	
	MCNFD	,033	,164	,042	,203	,839	
	MC_FP_NFD	-,018	,041	-,119	-,440	,661	

a. Dependent Variable: MC_KM

Collinearity Diagnostics[a]

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	MC_FP	MCNFD	MC_FP
1	1	3,468	1,000	,03	,01	,01	
	2	,340	3,193	,97	,02	,03	
	3	,156	4,712	,01	,52	,28	
	4	,036	9,786	,00	,45	,68	

a. Dependent Variable: MC_KM