

## LAMPIRAN

### Lampiran 1 (Uji beda kelas Sel 1)

#### Descriptives

kinerjanone

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	5	8.4000	1.14018	.50990	6.9843	9.8157	7.00	10.00
2.00	5	8.6000	1.67332	.74833	6.5223	10.6777	7.00	11.00
3.00	5	7.8000	1.92354	.86023	5.4116	10.1884	6.00	11.00
Total	15	8.2667	1.53375	.39601	7.4173	9.1160	6.00	11.00

#### ANOVA

kinerjanone

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.733	2	.867	.333	.723
Within Groups	31.200	12	2.600		
Total	32.933	14			

### Lampiran 2 (Uji beda kelas Sel 2)

#### Descriptives

kinerjainsentifpos

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	6	12.3333	2.33809	.95452	9.8797	14.7870	10.00	16.00
2.00	3	11.3333	1.52753	.88192	7.5388	15.1279	10.00	13.00
3.00	4	11.7500	3.30404	1.65202	6.4925	17.0075	8.00	15.00
Total	13	11.9231	2.36155	.65498	10.4960	13.3501	8.00	16.00

**ANOVA**

kinerjainsentifpos

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.173	2	1.087	.168	.848
Within Groups	64.750	10	6.475		
Total	66.923	12			

Lampiran 3 (Uji beda kelas Sel 3)

**Descriptives**

kinerja\_sel3

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	4	12.0000	3.65148	1.82574	6.1897	17.8103	8.00	16.00
2.00	4	11.0000	2.44949	1.22474	7.1023	14.8977	8.00	13.00
3.00	6	11.6667	2.25093	.91894	9.3045	14.0289	10.00	15.00
Total	14	11.5714	2.56348	.68512	10.0913	13.0515	8.00	16.00

**ANOVA**

kinerja\_sel3

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.095	2	1.048	.138	.872
Within Groups	83.333	11	7.576		
Total	85.429	13			

## Lampiran 4 (Uji beda kelas Sel 4)

## Descriptives

kinerjainsentifHM

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	5	11.2000	2.68328	1.20000	7.8683	14.5317	9.00	15.00
2.00	4	11.2500	2.87228	1.43614	6.6796	15.8204	8.00	15.00
3.00	6	10.3333	1.86190	.76012	8.3794	12.2873	9.00	14.00
Total	15	10.8667	2.29492	.59255	9.5958	12.1376	8.00	15.00

## ANOVA

kinerjainsentifHM

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.850	2	1.425	.241	.789
Within Groups	70.883	12	5.907		
Total	73.733	14			

## Lampiran 5 (Uji beda kelas Sel 5)

## Descriptives

kinerjainsentifLM

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	5	9.2000	1.30384	.58310	7.5811	10.8189	8.00	11.00
2.00	5	9.2000	1.64317	.73485	7.1597	11.2403	7.00	11.00
3.00	5	8.6000	.89443	.40000	7.4894	9.7106	8.00	10.00
Total	15	9.0000	1.25357	.32367	8.3058	9.6942	7.00	11.00

**ANOVA**

kinerjainsentifLM

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.200	2	.600	.346	.714
Within Groups	20.800	12	1.733		
Total	22.000	14			

Lampiran 6 (Uji beda kelas Sel 6)

**Descriptives**

kinerjainsentifPosHM

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	5	13.4000	1.94936	.87178	10.9796	15.8204	11.00	16.00
2.00	3	13.6667	2.51661	1.45297	7.4151	19.9183	11.00	16.00
3.00	4	13.7500	1.70783	.85391	11.0325	16.4675	12.00	16.00
Total	12	13.5833	1.83196	.52884	12.4194	14.7473	11.00	16.00

**ANOVA**

kinerjainsentifPosHM

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.300	2	.150	.037	.964
Within Groups	36.617	9	4.069		
Total	36.917	11			

## Lampiran 7 (Uji beda kelas Sel 7)

## Descriptives

kinerjainsentifNegHM

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	6	13.8333	2.56255	1.04616	11.1441	16.5226	10.00	16.00
2.00	2	13.5000	.70711	.50000	7.1469	19.8531	13.00	14.00
3.00	4	13.0000	1.82574	.91287	10.0948	15.9052	11.00	15.00
Total	12	13.5000	2.02260	.58387	12.2149	14.7851	10.00	16.00

## ANOVA

kinerjainsentifNegHM

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.667	2	.833	.173	.844
Within Groups	43.333	9	4.815		
Total	45.000	11			

## Lampiran 8 (Uji beda kelas Sel 8)

## Descriptives

kinerjainsentifPosLM

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	5	11.6000	2.40832	1.07703	8.6097	14.5903	9.00	14.00
2.00	3	12.0000	1.73205	1.00000	7.6973	16.3027	10.00	13.00
3.00	5	10.6000	2.19089	.97980	7.8797	13.3203	8.00	14.00
Total	13	11.3077	2.09701	.58160	10.0405	12.5749	8.00	14.00

**ANOVA**

kinerjainsentifPosLM

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.369	2	2.185	.451	.649
Within Groups	48.400	10	4.840		
Total	52.769	12			

Lampiran 9 (Uji beda kelas Sel 9)

**Descriptives**

kinerjainsentifNegLM

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1.00	4	10.5000	2.38048	1.19024	6.7121	14.2879	8.00	13.00
2.00	4	10.2500	1.25831	.62915	8.2478	12.2522	9.00	12.00
3.00	5	9.6000	1.94936	.87178	7.1796	12.0204	8.00	13.00
Total	13	10.0769	1.80100	.49951	8.9886	11.1653	8.00	13.00

**ANOVA**

kinerjainsentifNegLM

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.973	2	.987	.267	.771
Within Groups	36.950	10	3.695		
Total	38.923	12			

## Lampiran 10 (Uji Normalitas Sel 1 → Kontrol)

**One-Sample Kolmogorov-Smirnov Test**

		kinerja_sel1
N		15
Normal Parameters <sup>a,b</sup>	Mean	8.2667
	Std. Deviation	1.53375
Most Extreme Differences	Absolute	.196
	Positive	.196
	Negative	-.138
Kolmogorov-Smirnov Z		.757
Asymp. Sig. (2-tailed)		.615

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 11 (Uji Normalitas Sel 2 → Insentif Positif)

**One-Sample Kolmogorov-Smirnov Test**

		kinerja_sel2
N		13
Normal Parameters <sup>a,b</sup>	Mean	11.9231
	Std. Deviation	2.36155
Most Extreme Differences	Absolute	.177
	Positive	.177
	Negative	-.131
Kolmogorov-Smirnov Z		.638
Asymp. Sig. (2-tailed)		.811

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 12 (Uji Normalitas Sel 3 → Insentif Negatif)

**One-Sample Kolmogorov-Smirnov Test**

		kinerja_sel3
N		14
Normal Parameters <sup>a,b</sup>	Mean	11.5714
	Std. Deviation	2.56348
Most Extreme Differences	Absolute	.230
	Positive	.230
	Negative	-.140
Kolmogorov-Smirnov Z		.861
Asymp. Sig. (2-tailed)		.449

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 13 (Uji One Way Anova sel 1 2 dan 3)

## Oneway

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**Descriptives**

Kinerja\_sel123

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
None	15	8.2667	1.53375	.39601	7.4173	9.1160	6.00	11.00
Insentif Positif	13	11.9231	2.36155	.65498	10.4960	13.3501	8.00	16.00
Insentif Negatif	14	11.5714	2.56348	.68512	10.0913	13.0515	8.00	16.00
Total	42	10.5000	2.71626	.41913	9.6536	11.3464	6.00	16.00

**ANOVA**

Kinerja\_sel123

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	117.215	2	58.608	12.336	.000
Within Groups	185.285	39	4.751		
Total	302.500	41			



### Multiple Comparisons

Dependent Variable: Kinerja\_sel123

Bonferroni

(I) Kode123	(J) Kode123	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
None	Insentif Positif	-3.65641*	.82594	.000	-5.7226	-1.5902
	Insentif Negatif	-3.30476*	.80999	.001	-5.3311	-1.2785
Insentif Positif	None	3.65641*	.82594	.000	1.5902	5.7226
	Insentif Negatif	.35165	.83953	1.000	-1.7486	2.4519
Insentif Negatif	None	3.30476*	.80999	.001	1.2785	5.3311
	Insentif Positif	-.35165	.83953	1.000	-2.4519	1.7486

\*. The mean difference is significant at the 0.05 level.

### Lampiran 14 (Uji Beda IPK Sel 2 dan 3)

#### Descriptives

ipk\_sel23

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
insentif positif	13	3.3569	.43576	.12086	3.0936	3.6203	2.83	3.90
insentif negatif	14	3.3686	.46820	.12513	3.0982	3.6389	2.53	3.94
Total	27	3.3630	.44417	.08548	3.1873	3.5387	2.53	3.94

#### ANOVA

ipk\_sel23

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.001	1	.001	.004	.947
Within Groups	5.128	25	.205		
Total	5.129	26			

Lampiran 15 (Uji Normalitas sel 5 → Insentif Positif+High Meaning)

**One-Sample Kolmogorov-Smirnov Test**

		sel5
N		12
Normal Parameters <sup>a,b</sup>	Mean	13.5833
	Std. Deviation	1.83196
Most Extreme Differences	Absolute	.173
	Positive	.160
	Negative	-.173
Kolmogorov-Smirnov Z		.600
Asymp. Sig. (2-tailed)		.864

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 16 (Uji Normalitas Sel 8 → Insentif Negatif+Low Meaning)

**One-Sample Kolmogorov-Smirnov Test**

		kinerja_sel8
N		13
Normal Parameters <sup>a,b</sup>	Mean	11.3077
	Std. Deviation	2.09701
Most Extreme Differences	Absolute	.252
	Positive	.195
	Negative	-.252
Kolmogorov-Smirnov Z		.908
Asymp. Sig. (2-tailed)		.382

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 17 (Uji One Way Anova sel 5 dan 8)→H4  
Oneway

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**Descriptives**

Kinerja58

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Insentif positif+HM	12	13.5833	1.83196	.52884	12.4194	14.7473	11.00	16.00
Insentif positif +LM	13	11.3077	2.09701	.58160	10.0405	12.5749	8.00	14.00
Total	25	12.4000	2.25462	.45092	11.4693	13.3307	8.00	16.00

**ANOVA**

Kinerja58

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	32.314	1	32.314	8.287	.008
Within Groups	89.686	23	3.899		
Total	122.000	24			

Lampiran 18 (Uji Normalitas Sel 6 → Insentif Negatif+High Meaning)

**One-Sample Kolmogorov-Smirnov Test**

		kinerja_sel6
N		12
Normal Parameters <sup>a,b</sup>	Mean	13.5000
	Std. Deviation	2.02260
Most Extreme Differences	Absolute	.142
	Positive	.108
	Negative	-.142
Kolmogorov-Smirnov Z		.491
Asymp. Sig. (2-tailed)		.969

a. Test distribution is Normal.

b. Calculated from data.

## Lampiran 19 (Uji Normalitas Sel 9 → Insentif Negatif+Low Meaning)

**One-Sample Kolmogorov-Smirnov Test**

		Kinerja_sel9
N		13
Normal Parameters <sup>a,b</sup>	Mean	10.0769
	Std. Deviation	1.80100
Most Extreme Differences	Absolute	.264
	Positive	.264
	Negative	-.165
Kolmogorov-Smirnov Z		.950
Asymp. Sig. (2-tailed)		.327

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 20 (Uji One Way Anova sel 6 dan 9) → H5  
Oneway

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**Descriptives**

Kinerja69

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Insentif negatif+HM	12	13.5000	2.02260	.58387	12.2149	14.7851	10.00	16.00
Insentif Negatif+LM	13	10.0769	1.80100	.49951	8.9886	11.1653	8.00	13.00
Total	25	11.7200	2.55799	.51160	10.6641	12.7759	8.00	16.00

**ANOVA**

Kinerja69

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	73.117	1	73.117	20.038	.000
Within Groups	83.923	23	3.649		
Total	157.040	24			

## Lampiran 21

NIM	Kode	Kinerja	IPK	Gender	Kelas
17.G1.0024	1	8	3,17	2	1
17.G1.0046	1	10	3,58	1	1
17.G1.0082	1	7	3,67	2	1
17.G1.0124	1	8	3,38	2	1
17.G1.0139	1	9	3,41	1	1
17.G1.0019	1	9	3,00	2	2
17.G1.0035	1	7	3,60	2	2
17.G1.0066	1	7	3,31	1	2
17.G1.0087	1	9	2,51	2	2
17.G1.0100	1	11	3,97	2	2
16.G1.0002	1	7	2,9	1	3
17.G1.0033	1	8	3,53	2	3
17.G1.0067	1	7	3,13	1	3
17.G1.0073	1	11	2,44	2	3
17.G1.0111	1	6	3,06	1	3
16.G1.0210	2	10	2,86	2	1
17.G1.0016	2	12	3,82	2	1
17.G1.0026	2	10	3,74	2	1
17.G1.0106	2	12	2,96	2	1
17.G1.0155	2	14	3,9	2	1
17.G1.0169	2	10	3,77	2	1
17.G1.0084	2	12	3,73	2	2
17.G1.0172	2	10	3,2	2	2
17.G4.0005	2	12	2,99	2	2
17.G1.0131	2	14	3,1	2	3
17.G1.0176	2	16	2,92	2	3
17.G1.0181	2	11	2,83	2	3
17.G1.0008	2	15	3,82	2	3
16.G1.0108	3	13	3,09	2	1
17.G1.0108	3	10	3,94	2	1
17.G1.0158	3	14	3,6	1	1

17.G1.0177	3	10	3,77	2	1
17.G1.0012	3	8	3,29	2	2
17.G1.0065	3	13	2,53	2	2
17.G1.0179	3	8	3,29	1	2
17.G4.0003	3	10	3,27	1	2
16.G1.0171	3	10	3,5	2	3
17.G1.0003	3	10	3,92	2	3
17.G1.0036	3	15	3,92	2	3
17.G1.0042	3	14	2,83	2	3
17.G1.0080	3	11	3,58	2	3
17.G1.0174	3	10	2,63	1	3
17.G1.0011	4	15	3,00	2	1
17.G1.0028	4	9	3,76	2	1
17.G1.0059	4	13	3,07	2	1
17.G1.0122	4	9	3,58	1	1
17.G1.0182	4	10	3,62	1	1
17.G1.0144	4	11	3,59	2	2
17.G1.0148	4	11	3,24	2	2
17.G1.0150	4	15	3,28	2	2
17.G4.0004	4	8	3,69	2	2
17.G1.0005	4	14	3,67	2	3
17.G1.0021	4	10	3,91	2	3
17.G1.0039	4	9	3,31	1	3
17.G1.0097	4	10	3,32	2	3
17.G1.0135	4	9	3,6	2	3
17.G1.0173	4	10	2,71	1	3
17.G1.0029	5	14	3,92	2	1
17.G1.0086	5	11	3,59	1	1
17.G1.0120	5	12	3,32	1	1
17.G1.0134	5	16	3,13	2	1
17.G1.0170	5	14	3,49	2	1
17.G1.0043	5	14	3,54	1	2
17.G1.0112	5	11	3,42	1	2
17.G4.0006	5	16	3,59	2	2
17.G1.0152	5	12	3,05	1	3

17.G1.0157	5	16	3,13	2	3
17.G1.0168	5	14	3,15	2	3
17.G1.0198	5	13	3,32	1	3
17.G1.0017	6	16	3,67	2	1
17.G1.0060	6	13	2,60	2	1
17.G1.0076	6	10	3,50	1	1
17.G1.0133	6	16	3,94	2	1
17.G1.0141	6	12	2,51	1	1
17.G1.0165	6	16	3,85	2	1
17.G1.0031	6	14	3,37	2	2
17.G1.0109	6	13	3,87	2	2
17.G1.0009	6	15	3,33	2	3
17.G1.0056	6	12	3,03	2	3
17.G1.0063	6	11	3,33	1	3
17.G1.0193	6	14	3,88	2	3
16.G1.0208	7	10	3,3	2	1
17.G1.0015	7	8	3,87	2	1
17.G1.0117	7	9	3,09	1	1
17.G1.0156	7	11	3,29	1	1
17.G1.0194	7	8	3,65	1	1
17.G1.0051	7	10	2,66	2	2
17.G1.0069	7	11	2,31	2	2
17.G1.0102	7	7	2,23	2	2
17.G1.0116	7	10	2,96	2	2
17.G1.0125	7	8	3,53	1	2
17.G1.0023	7	10	3,86	2	3
17.G1.0034	7	9	3,13	2	3
17.G1.0061	7	8	3,09	2	3
17.G1.0147	7	8	2,5	2	3
17.G1.0178	7	8	2,71	1	3
17.G1.0014	8	13	3,67	2	1
17.G1.0020	8	13	4,00	2	1
17.G1.0041	8	9	3,31	2	1
17.G1.0149	8	9	3,12	2	1
17.G1.0162	8	14	3,17	1	1

17.G1.0096	8	13	2,95	2	2
17.G1.0145	8	10	3,03	2	2
17.G1.0160	8	13	3,36	2	2
16.G1.0035	8	11	3,60	2	3
17.G1.0049	8	10	3,14	2	3
17.G1.0088	8	14	3,03	2	3
17.G1.0090	8	8	2,81	1	3
17.G1.0166	8	10	3,78	2	3
17.G1.0025	9	12	3,90	2	1
17.G1.0113	9	8	1,99	2	1
17.G1.0119	9	9	3,63	2	1
17.G1.0161	9	13	3,53	2	1
17.G1.0095	9	9	3,03	2	2
17.G1.0146	9	10	2,81	2	2
17.G1.0171	9	12	3,91	2	2
17.G1.0197	9	10	3,26	2	2
17.G1.0006	9	9	2,87	2	3
17.G1.0048	9	9	3,24	2	3
17.G1.0057	9	13	3,49	2	3
17.G1.0188	9	9	3,01	2	3
17.G1.0191	9	8	3,32	2	3





