

1. Crosstabs
 a. Usia*jenis kelamin

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
usia * jenis_kelamin	27	100.0%	0	.0%	27	100.0%

usia * jenis_kelamin Crosstabulation

			jenis_kelamin		Total
			pria	wanita	
usia	>=30 tahun	Count	6	2	8
		Expected Count	6.5	1.5	8.0
		% within usia	75.0%	25.0%	100.0%
		% within jenis_kelamin	27.3%	40.0%	29.6%
		% of Total	22.2%	7.4%	29.6%
31-40 tahun	Count	Count	9	2	11
		Expected Count	9.0	2.0	11.0
		% within usia	81.8%	18.2%	100.0%
		% within jenis_kelamin	40.9%	40.0%	40.7%
		% of Total	33.3%	7.4%	40.7%
41-50 tahun	Count	Count	5	1	6
		Expected Count	4.9	1.1	6.0
		% within usia	83.3%	16.7%	100.0%
		% within jenis_kelamin	22.7%	20.0%	22.2%
		% of Total	18.5%	3.7%	22.2%
<50 tahun	Count	Count	2	0	2
		Expected Count	1.6	.4	2.0
		% within usia	100.0%	.0%	100.0%
		% within jenis_kelamin	9.1%	.0%	7.4%
		% of Total	7.4%	.0%	7.4%
Total	Count	Count	22	5	27
		Expected Count	22.0	5.0	27.0
		% within usia	81.5%	18.5%	100.0%
		% within jenis_kelamin	100.0%	100.0%	100.0%
		% of Total	81.5%	18.5%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.692 ^a	3	.875
Likelihood Ratio	1.040	3	.792
Linear-by-Linear Association	.548	1	.459
N of Valid Cases	27		

a. 6 cells (75.0%) have expected count less than 5. The minimum expected count is .37.

b. usia*masa kerja

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
usia * masa_kerja	27	100.0%	0	.0%	27	100.0%

usia * masa_kerja Crosstabulation

			masa kerja					Total
			0-2 tahun	3-4 tahun	5-6 tahun	7-8 tahun	>=9 tahun	
usia	>=30 tahun	Count	1	4	3	0	0	8
		Expected Count	1.2	1.8	3.0	.3	1.8	8.0
		% within usia	12.5%	50.0%	37.5%	.0%	.0%	100.0%
		% within masa_kerja	25.0%	66.7%	30.0%	.0%	.0%	29.6%
		% of Total	3.7%	14.8%	11.1%	.0%	.0%	29.6%
31-40 tahun	Count	1	2	7	1	0	11	
	Expected Count	1.6	2.4	4.1	.4	2.4	11.0	
	% within usia	9.1%	18.2%	63.6%	9.1%	.0%	100.0%	
	% within masa_kerja	25.0%	33.3%	70.0%	100.0%	.0%	40.7%	
	% of Total	3.7%	7.4%	25.9%	3.7%	.0%	40.7%	
41-50 tahun	Count	0	0	0	0	6	6	
	Expected Count	.9	1.3	2.2	.2	1.3	6.0	
	% within usia	.0%	.0%	.0%	.0%	100.0%	100.0%	
	% within masa_kerja	.0%	.0%	.0%	.0%	100.0%	22.2%	
	% of Total	.0%	.0%	.0%	.0%	22.2%	22.2%	
<50 tahun	Count	2	0	0	0	0	2	
	Expected Count	.3	.4	.7	.1	.4	2.0	
	% within usia	100.0%	.0%	.0%	.0%	.0%	100.0%	
	% within masa_kerja	50.0%	.0%	.0%	.0%	.0%	7.4%	
	% of Total	7.4%	.0%	.0%	.0%	.0%	7.4%	
Total	Count	4	6	10	1	6	27	
	Expected Count	4.0	6.0	10.0	1.0	6.0	27.0	
	% within usia	14.8%	22.2%	37.0%	3.7%	22.2%	100.0%	
	% within masa_kerja	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	14.8%	22.2%	37.0%	3.7%	22.2%	100.0%	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	43.113 ^a	12	.000
Likelihood Ratio	39.504	12	.000
Linear-by-Linear Association	2.571	1	.109
N of Valid Cases	27		

a. 20 cells (100.0%) have expected count less than 5. The minimum expected count is .07.

c. jenis kelamin*masa kerja

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
jenis_kelamin * masa_kerja	27	100.0%	0	.0%	27	100.0%

jenis_kelamin * masa_kerja Crosstabulation

		masa_kerja					Total	
		0-2 tahun	3-4 tahun	5-6 tahun	7-8 tahun	>=9 tahun		
jenis_kelamin	pria	Count	4	5	8	0	5	22
		Expected Count	3.3	4.9	8.1	.8	4.9	22.0
		% within jenis_kelamin	18.2%	22.7%	36.4%	.0%	22.7%	100.0%
		% within masa_kerja	100.0%	83.3%	80.0%	.0%	83.3%	81.5%
		% of Total	14.8%	18.5%	29.6%	.0%	18.5%	81.5%
wanita		Count	0	1	2	1	1	5
		Expected Count	.7	1.1	1.9	.2	1.1	5.0
		% within jenis_kelamin	.0%	20.0%	40.0%	20.0%	20.0%	100.0%
		% within masa_kerja	.0%	16.7%	20.0%	100.0%	16.7%	18.5%
		% of Total	.0%	3.7%	7.4%	3.7%	3.7%	18.5%
Total		Count	4	6	10	1	6	27
		Expected Count	4.0	6.0	10.0	1.0	6.0	27.0
		% within jenis_kelamin	14.8%	22.2%	37.0%	3.7%	22.2%	100.0%
		% within masa_kerja	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
		% of Total	14.8%	22.2%	37.0%	3.7%	22.2%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.351 ^a	4	.253
Likelihood Ratio	5.053	4	.282
Linear-by-Linear Association	.649	1	.421
N of Valid Cases	27		

a. 9 cells (90.0%) have expected count less than 5. The minimum expected count is .19.

d. usia*jabatan

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
usia * jabatan	27	75.0%	9	25.0%	36	100.0%

usia * jabatan Crosstabulation

			jabatan			Total
			manajer penagihan	manajer operasional	manajer kredit	
usia	>=30 tahun	Count	3	3	2	8
		Expected Count	2.7	2.7	2.7	8.0
		% within usia	37.5%	37.5%	25.0%	100.0%
		% within jabatan	33.3%	33.3%	22.2%	29.6%
		% of Total	11.1%	11.1%	7.4%	29.6%
31-40 tahun	31-40 tahun	Count	3	3	5	11
		Expected Count	3.7	3.7	3.7	11.0
		% within usia	27.3%	27.3%	45.5%	100.0%
		% within jabatan	33.3%	33.3%	55.6%	40.7%
		% of Total	11.1%	11.1%	18.5%	40.7%
41-50 tahun	41-50 tahun	Count	3	2	1	6
		Expected Count	2.0	2.0	2.0	6.0
		% within usia	50.0%	33.3%	16.7%	100.0%
		% within jabatan	33.3%	22.2%	11.1%	22.2%
		% of Total	11.1%	7.4%	3.7%	22.2%
<50 tahun	<50 tahun	Count	0	1	1	2
		Expected Count	.7	.7	.7	2.0
		% within usia	.0%	50.0%	50.0%	100.0%
		% within jabatan	.0%	11.1%	11.1%	7.4%
		% of Total	.0%	3.7%	3.7%	7.4%
Total	Total	Count	9	9	9	27
		Expected Count	9.0	9.0	9.0	27.0
		% within usia	33.3%	33.3%	33.3%	100.0%
		% within jabatan	100.0%	100.0%	100.0%	100.0%
		% of Total	33.3%	33.3%	33.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.977 ^a	6	.812
Likelihood Ratio	3.625	6	.727
Linear-by-Linear Association	.066	1	.797
N of Valid Cases	27		

a. 12 cells (100.0%) have expected count less than 5. The minimum expected count is .67.

e. jenis_kelamin*jabatan

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
jenis_kelamin * jabatan	27	75.0%	9	25.0%	36	100.0%

jenis_kelamin * jabatan Crosstabulation

			jabatan			Total
			manajer penagihan	manajer operasional	manajer kredit	
jenis_ kelamin	pria	Count	5	8	9	22
		Expected Count	7.3	7.3	7.3	22.0
		% within jenis_kelamin	22.7%	36.4%	40.9%	100.0%
		% within jabatan	55.6%	88.9%	100.0%	81.5%
		% of Total	18.5%	29.6%	33.3%	81.5%
wanita		Count	4	1	0	5
		Expected Count	1.7	1.7	1.7	5.0
		% within jenis_kelamin	80.0%	20.0%	.0%	100.0%
		% within jabatan	44.4%	11.1%	.0%	18.5%
		% of Total	14.8%	3.7%	.0%	18.5%
Total		Count	9	9	9	27
		Expected Count	9.0	9.0	9.0	27.0
		% within jenis_kelamin	33.3%	33.3%	33.3%	100.0%
		% within jabatan	100.0%	100.0%	100.0%	100.0%
		% of Total	33.3%	33.3%	33.3%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.382 ^a	2	.041
Likelihood Ratio	7.231	2	.027
Linear-by-Linear Association	5.673	1	.017
N of Valid Cases	27		

a. 3 cells (50.0%) have expected count less than 5. The minimum expected count is 1.67.

f. jabatan*masa kerja

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
jabatan * masa_kerja	27	75.0%	9	25.0%	36	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.700 ^a	8	.287
Likelihood Ratio	10.501	8	.232
Linear-by-Linear Association	3.076	1	.079
N of Valid Cases	27		

a. 15 cells (100.0%) have expected count less than 5. The minimum expected count is .33.

jabatan * masa_kerja Crosstabulation

			masa kerja					Total
			0-2 tahun	3-4 tahun	5-6 tahun	7-8 tahun	>=9 tahun	
jabatan	manajer penagihan	Count	0	1	4	1	3	9
		Expected Count	1.3	2.0	3.3	.3	2.0	9.0
		% within jabatan	.0%	11.1%	44.4%	11.1%	33.3%	100.0%
		% within masa_kerja	.0%	16.7%	40.0%	100.0%	50.0%	33.3%
		% of Total	.0%	3.7%	14.8%	3.7%	11.1%	33.3%
	manajer operasional	Count	3	1	3	0	2	9
		Expected Count	1.3	2.0	3.3	.3	2.0	9.0
		% within jabatan	33.3%	11.1%	33.3%	.0%	22.2%	100.0%
		% within masa_kerja	75.0%	16.7%	30.0%	.0%	33.3%	33.3%
		% of Total	11.1%	3.7%	11.1%	.0%	7.4%	33.3%
	manajer kredit	Count	1	4	3	0	1	9
		Expected Count	1.3	2.0	3.3	.3	2.0	9.0
		% within jabatan	11.1%	44.4%	33.3%	.0%	11.1%	100.0%
		% within masa_kerja	25.0%	66.7%	30.0%	.0%	16.7%	33.3%
		% of Total	3.7%	14.8%	11.1%	.0%	3.7%	33.3%
Total	Count	4	6	10	1	6	27	
	Expected Count	4.0	6.0	10.0	1.0	6.0	27.0	
	% within jabatan	14.8%	22.2%	37.0%	3.7%	22.2%	100.0%	
	% within masa_kerja	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	
	% of Total	14.8%	22.2%	37.0%	3.7%	22.2%	100.0%	

2. Uji Validitas

Correlations

		F11	F12	F13	F14	F15	TOTAL
F11	Pearson Correlation	1	.886**	.720**	.791**	.201	.854**
	Sig. (2-tailed)		.000	.000	.000	.315	.000
	N	27	27	27	27	27	27
F12	Pearson Correlation	.886**	1	.730**	.715**	.315	.875**
	Sig. (2-tailed)	.000		.000	.000	.110	.000
	N	27	27	27	27	27	27
F13	Pearson Correlation	.720**	.730**	1	.673**	.498**	.915**
	Sig. (2-tailed)	.000	.000		.000	.008	.000
	N	27	27	27	27	27	27
F14	Pearson Correlation	.791**	.715**	.673**	1	.124	.801**
	Sig. (2-tailed)	.000	.000	.000		.536	.000
	N	27	27	27	27	27	27
F15	Pearson Correlation	.201	.315	.498**	.124	1	.579**
	Sig. (2-tailed)	.315	.110	.008	.536		.002
	N	27	27	27	27	27	27
TOTAL	Pearson Correlation	.854**	.875**	.915**	.801**	.579**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	
	N	27	27	27	27	27	27

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

Correlations

		NF1	NF2	NF3	NF4	NF5	NF6	NF7	NF8	NF9	NF10	NF11	NF12	NF13	NF14	TOTAL
NF1	Pearson Correlation	1	.466*	.263	.724**	.037	-.146	.252	.428*	.591**	.557**	.108	.551**	.339	.055	.726**
	Sig. (2-tailed)		.014	.184	.000	.855	.467	.205	.026	.001	.003	.594	.003	.083	.786	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF12	Pearson Correlation	.466*	1	.154	.498**	-.130	-.295	-.051	.324	.472*	.667**	.000	.609**	.704**	.483*	.748**
	Sig. (2-tailed)	.014		.443	.008	.518	.135	.799	.099	.013	.000	1.000	.001	.000	.011	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF13	Pearson Correlation	.263	.154	1	.270	-.237	.000	.000	.208	.204	.294	.408*	.000	.200	.450*	.402*
	Sig. (2-tailed)	.184	.443		.173	.234	1.000	1.000	.298	.307	.137	.035	1.000	.317	.019	.037
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF14	Pearson Correlation	.724**	.498**	.270	1	.076	-.165	.192	.598**	.662**	.562**	.221	.635**	.373	.173	.798**
	Sig. (2-tailed)	.000	.008	.173		.706	.410	.337	.001	.000	.002	.268	.000	.056	.387	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF15	Pearson Correlation	.037	-.130	-.237	.076	1	.672**	.822**	.170	.145	.021	.290	.010	-.506**	-.438*	.052
	Sig. (2-tailed)	.855	.518	.234	.706	.000	.000	.000	.397	.470	.919	.142	.962	.007	.022	.799
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF16	Pearson Correlation	-.146	-.295	.000	-.165	.672**	1	.800**	-.243	.000	-.082	.306	-.244	-.550**	-.375	-.139
	Sig. (2-tailed)	.467	.135	1.000	.410	.000		.000	.223	1.000	.686	.120	.219	.003	.054	.489
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF17	Pearson Correlation	.252	-.051	.000	.192	.822**	.800**	1	.055	.367	.228	.367	.024	-.380	-.300	.234
	Sig. (2-tailed)	.205	.799	1.000	.337	.000	.000		.783	.059	.252	.059	.904	.051	.129	.240
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF18	Pearson Correlation	.428*	.324	.208	.598**	.170	-.243	.055	1	.637**	.574**	.382*	.440*	.326	.348	.708**
	Sig. (2-tailed)	.026	.099	.298	.001	.397	.223	.783		.000	.002	.049	.021	.097	.075	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF19	Pearson Correlation	.591**	.472*	.204	.662**	.145	.000	.367	.637**	1	.719**	.375	.561**	.429*	.275	.836**
	Sig. (2-tailed)	.001	.013	.307	.000	.470	1.000	.059	.000		.000	.054	.002	.026	.164	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF110	Pearson Correlation	.557**	.667**	.294	.562**	.021	-.082	.228	.574**	.719**	1	.360	.522**	.424*	.592**	.869**
	Sig. (2-tailed)	.003	.000	.137	.002	.919	.686	.252	.002	.000		.065	.005	.028	.001	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF111	Pearson Correlation	.108	.000	.408*	.221	.290	.306	.367	.382*	.375	.360	1	.224	-.122	.138	.387*
	Sig. (2-tailed)	.594	1.000	.035	.268	.142	.120	.059	.049	.054	.065		.260	.543	.493	.046
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF112	Pearson Correlation	.551**	.609**	.000	.635**	.010	-.244	.024	.440*	.561**	.522**	.224	1	.391*	.215	.687**
	Sig. (2-tailed)	.003	.001	1.000	.000	.962	.219	.904	.021	.002	.005	.260		.044	.281	.000
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF113	Pearson Correlation	.339	.704**	.200	.373	-.506**	-.550**	-.380	.326	.429*	.424*	-.122	.391*	1	.532**	.585**
	Sig. (2-tailed)	.083	.000	.317	.056	.007	.003	.051	.097	.026	.028	.543	.044		.004	.001
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
NF114	Pearson Correlation	.055	.483*	.450*	.173	-.438*	-.375	-.300	.348	.275	.592**	.138	.215	.532**	1	.508**
	Sig. (2-tailed)	.786	.011	.019	.387	.022	.054	.129	.075	.164	.001	.493	.281	.004		.007
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
TOTAL	Pearson Correlation	.726**	.748**	.402*	.798**	.052	-.139	.234	.708**	.836**	.869**	.387*	.687**	.585**	.508**	1
	Sig. (2-tailed)	.000	.000	.037	.000	.799	.489	.240	.000	.000	.000	.046	.000	.001	.007	
	N	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27

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

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

3. Uji Reliabilitas

a. Kinerja Manajer Penagihan

Case Processing Summary

		N	%
Cases	Valid	9	100.0
	Excluded ^a	0	.0
	Total	9	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.898	.903	9

b. Kinerja Manajer Operasional

Case Processing Summary

		N	%
Cases	Valid	9	100.0
	Excluded ^a	0	.0
	Total	9	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.874	.909	16

c. Kinerja Manajer Kredit

Case Processing Summary

		N	%
Cases	Valid	9	100.0
	Excluded ^a	0	.0
	Total	9	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.864	.867	13

d. Financial Insentif**Case Processing Summary**

		N	%
Cases	Valid	27	100.0
	Excluded ^a	0	.0
	Total	27	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.841	.867	5

e. Non-financial Insentif**Case Processing Summary**

		N	%
Cases	Valid	27	100.0
	Excluded ^a	0	.0
	Total	27	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.879	.877	11

3. Compare Means

a. Comparemeans KM, FI, NFI* usia

**T-Test
Group Statistics**

	usia	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	<=30 tahun	8	4.1458	.63102	.22310
	31-40 tahun	11	4.2803	.37539	.11318
finansial_insentif	<=30 tahun	8	3.8250	.34538	.12211
	31-40 tahun	11	3.2909	.86424	.26058
nonfinansial_insentif	<=30 tahun	8	4.0795	.25453	.08999
	31-40 tahun	11	3.7769	.20475	.06174

**T-Test
Group Statistics**

	usia	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	41-50 tahun	6	4.5208	.36372	.14849
	>50 tahun	2	4.0625	.44194	.31250
finansial_insentif	41-50 tahun	6	2.9000	1.04115	.42505
	>50 tahun	2	2.7000	.42426	.30000
nonfinansial_insentif	41-50 tahun	6	3.4091	.88467	.36117
	>50 tahun	2	3.3182	.06428	.04545

b. Comparemeans KM, FI, NFI* jenis kelamin

**T-Test
Group Statistics**

	jenis_kelamin	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	pria	22	4.2642	.45172	.09631
	wanita	5	4.3375	.57724	.25815
finansial_insentif	pria	22	3.4727	.74462	.15875
	wanita	5	2.6400	.90995	.40694
nonfinansial_insentif	pria	22	3.8182	.44181	.09419
	wanita	5	3.4545	.72443	.32397

c. Comparemeans KM, FI, NFI* jabatan

**T-Test
Group Statistics**

	jabatan	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	manajer penagihan	9	4.2778	.42402	.14134
	manajer operasional	9	4.4722	.44973	.14991
finansial_insentif	manajer penagihan	9	3.0889	.98036	.32679
	manajer operasional	9	3.5111	.76884	.25628
nonfinansial_insentif	manajer penagihan	9	3.7475	.59748	.19916
	manajer operasional	9	3.6465	.57933	.19311

**T-Test
Group Statistics**

	jabatan	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	manajer operasional	9	4.4722	.44973	.14991
	manajer kredit	9	4.0833	.48770	.16257
finansial_insentif	manajer operasional	9	3.5111	.76884	.25628
	manajer kredit	9	3.3556	.75351	.25117
nonfinansial_insentif	manajer operasional	9	3.6465	.57933	.19311
	manajer kredit	9	3.8586	.35242	.11747

d. Comparemeans KM, FI, NFI* masa kerja

**T-Test
Group Statistics**

	masa_kerja	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	0-2 tahun	4	4.0625	.43899	.21949
	3-4 tahun	6	4.2917	.64118	.26176
finansial_insentif	0-2 tahun	4	3.3500	.78951	.39476
	3-4 tahun	6	3.7333	.60222	.24585
nonfinansial_insentif	0-2 tahun	4	3.5909	.31926	.15963
	3-4 tahun	6	4.1061	.29551	.12064

**T-Test
Group Statistics**

	masa_kerja	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	5-6 tahun	10	4.2063	.44112	.13949
	7-8 tahun	1	4.3125	.	.
finansial_insentif	5-6 tahun	10	3.4600	.67363	.21302
	7-8 tahun	1	1.8000	.	.
nonfinansial_insentif	5-6 tahun	10	3.7818	.22350	.07068
	7-8 tahun	1	4.0000	.	.

**T-Test
Group Statistics**

	masa_kerja	N	Mean	Std. Deviation	Std. Error Mean
kinerja_manajer	7-8 tahun	1	4.3125	.	.
	>=9 tahun	6	4.5208	.36372	.14849
finansial_insentif	7-8 tahun	1	1.8000	.	.
	>=9 tahun	6	2.9000	1.04115	.42505
nonfinansial_insentif	7-8 tahun	1	4.0000	.	.
	>=9 tahun	6	3.4091	.88467	.36117

4. Deskripsi Variabel

Descriptives
Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic
KM	27	1.58	3.42	5.00	115.50	4.2778	.08963	.46574
Valid N (listwise)	27							.217

5. Uji Asumsi Klasik

a. uji normalitas

NPar Tests
One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual
N	27
Normal Parameters(a,b)	Mean .0000000 Std. Deviation .43286441
Most Extreme Differences	Absolute .098 Positive .085 Negative -.098
Kolmogorov-Smirnov Z	.508
Asymp. Sig. (2-tailed)	.958

a. Test distribution is Normal.
b. Calculated from data.

b. uji multikolinearitas

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.414	.662		8.180	.000		
	finansial_insentif	-.092	.139	-.164	-.662	.514	.589	1.697
	nonfinansial_insentif	-.221	.226	-.242	-.979	.337	.589	1.697

a. Dependent Variable: kinerja_manajer

c. uji heterokedastisitas

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.098	.383		-.255	.801
	finansial_insentif	-.035	.081	-.111	-.431	.671
	nonfinansial_insentif	.148	.131	.292	1.128	.270

a. Dependent Variable: abs_RES_lore

6. Uji Hipotesis

Regression Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.414	.662		8.180	.000
	finansial_insentif	-.092	.139	-.164	-.662	.514
	nonfinansial_insentif	-.221	.226	-.242	-.979	.337

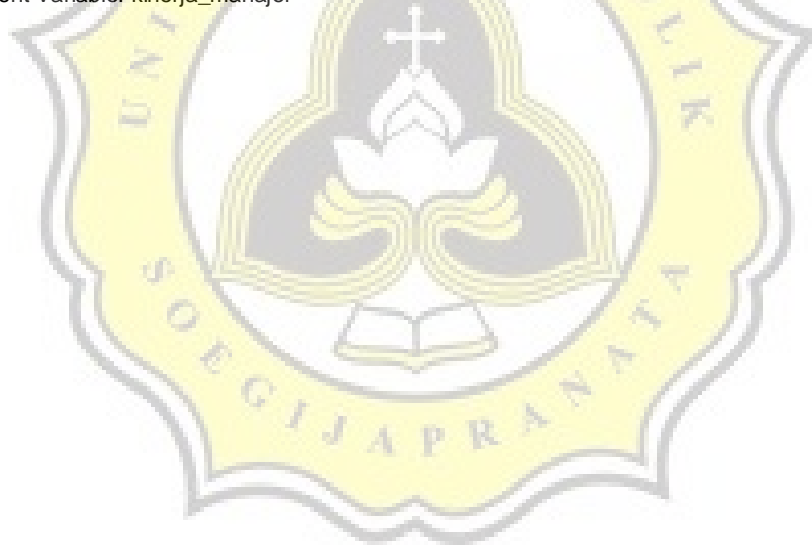
a. Dependent Variable: kinerja_manajer

7. Regresi Non-Finansial Insentif Ekstrinsik dan Intrinsik

Regression Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.563	.655		8.496	.000
	nonfinansial_insentif_ex	-.481	.255	-.515	-1.885	.072
	nonfinansial_insentif_int	.127	.181	.192	.704	.488

a. Dependent Variable: kinerja_manajer



DATA RESPONDEN

No Responden	Usia (thn)	Jenis Kelamin	Jabatan	Masa Kerja (thn)
1	42	W	Manajer Penagihan	9
2	39	P	Manajer Penagihan	5
3	33	P	Manajer Penagihan	1,8
4	50	P	Manajer Penagihan	10
5	29	P	Manajer Penagihan	4
6	32	P	Manajer Penagihan	5
7	29	P	Manajer Penagihan	5
8	58	P	Manajer Penagihan	2
9	26	P	Manajer Penagihan	2
10	43	P	Manajer Operasional	9
11	35	P	Manajer Operasional	6
12	40	W	Manajer Operasional	4,1
13	45	P	Manajer Operasional	9
14	29	W	Manajer Operasional	5,6
15	29	P	Manajer Operasional	5
16	43	P	Manajer Operasional	10
17	35	W	Manajer Operasional	7
18	30	W	Manajer Operasional	3
19	31	P	Manajer Kredit	5
20	33	P	Manajer Kredit	5
21	33	P	Manajer Kredit	4
22	49	P	Manajer Kredit	12
23	28	P	Manajer Kredit	3
24	32	P	Manajer Kredit	5
25	34	P	Manajer Kredit	3
26	58	P	Manajer Kredit	2
27	28	P	Manajer Kredit	3

PENKODEAN DATA RESPONDEN

No Responden	Usia (thn)	Jenis Kelamin	Jabatan	Masa Kerja (thn)
1	3	1	2	5
2	2	0	2	3
3	2	0	2	1
4	3	0	2	5
5	1	0	2	2
6	2	0	2	3
7	1	0	2	3
8	4	0	2	1
9	1	0	2	1
10	3	0	1	5
11	2	0	1	3
12	2	1	1	3
13	3	0	1	5
14	1	1	1	3
15	1	0	1	3
16	3	0	1	5
17	2	1	1	4
18	1	1	1	2
19	2	0	3	3
20	2	0	3	3
21	2	0	3	2
22	3	0	3	5
23	1	0	3	2
24	2	0	3	3
25	2	0	3	2
26	4	0	3	1
27	1	0	3	2

KETERANGAN

Jenis Kelamin	Skor
Wanita	0
Pria	1

Usia	Skor
<=30	1
31-40	2
41-50	3
>50	4

Jabatan	Skor
Manajer Operasional	1
Manajer Penagihan	2
Manajer Kredit	3

Masa Kerja	Skor
0-2	1
3-4	2
5-6	3
7-8	4
>9	5