

## LAMPIRAN

### KUESIONER

#### PENGARUH MOTIVASI TERHADAP KINERJA KARYAWAN CV TRIADI ELEKTRONIK SEMARANG

Yth. Bp/Ibu/Sdr/i Responden

Saya Nimas Ratri Ayu Wikantrito mahasiswa FEB Universitas Kaolik Soegijapranata Semarang, bermaksud mengadakan penelitian dalam rangka penyusunan skripsi sebagai persyaratan memperoleh gelar sarjana. Dalam memperoleh data primer saya menggunakan kuesioner untuk mendapatkan data yang berkaitan dengan motivasi kerja karyawan. Sedangkan untuk data sekunder diperoleh langsung dengan pihak perusahaan yaitu data kinerja karyawan. Maka dari itu saya mohon kesediaan Bp/Ibu/Sdr/i responden untuk mengisi kuesioner berikut dengan sejujurnya. Atas kerjasama dan kesediaannya, saya sampaikan terima kasih.

#### A. DATA RESPONDEN

1. Nama : .....
2. Jenis Kelamin :  Laki-laki  Perempuan
3. Jabatan : .....
4. Usia : .....
5. Pendidikan Terakhir : .....
6. Lama Bekerja : .....

B. Petunjuk Pengisian

Berilah jawaban pada pernyataan-pernyataan berikut sesuai dengan pendapat anda dengan cara memberi tanda ( √ ) pada kolom yang telah tersedia.

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

**MOTIVASI KERJA KARYAWAN**

Indikator	Pernyataan	STS	TS	N	S	SS
Sandang	1.Saya termotivasi bekerja karena perusahaan mencukupkan kebutuhan untuk pembelian sandang yang diperoleh dari gaji.					
	2.Saya termotivasi bekerja karena perusahaan memberikan hampers hari raya berupa sarung, alat sholat.					
Pangan	3.Saya termotivasi bekerja karena perusahaan memberikan insentif (berupa makan siang dan upah lembur)					
	4. Saya termotivasi bekerja karena perusahaan memberikan sembako jika mencapai target.					

Papan	5.Saya termotivasi bekerja karena perusahaan memberikan bantuan untuk pembayaran uang muka atau subsidi dan menyediakan mess / kos untuk karyawan (bagi karyawan yang belum menikah)					
	6.Saya termotivasi bekerja karena perusahaan memberikan pinjaman untuk biaya renovasi rumah.					
Kebutuhan hidup	7.Saya termotivasi bekerja karena perusahaan memberikan piknik keluarga setiap setahun sekali					
	8.Saya termotivasi bekerja karena perusahaan memberikan bantuan kesehatan bagi karyawan dan keluarga (maximal 3 anak)					
Fisik	9.Saya termotivasi bekerja karena lokasi perusahaan berada dilingkungan usaha yang nyaman dengan fasilitas keamanan yang baik.					
	10.Saya termotivasi bekerja karena perusahaan menyediakan APD saat melaksanakan tugas di lapangan.					
Emosional	11.Saya termotivasi bekerja karena perusahaan					

	memilindungi karyawan dari ancaman PHK (ada serikat pekerja / PKB)					
	12.Saya termotivasi bekerja karena perusahaan melindungi karyawan dari ancaman konsumen.					
Kasih sayang	13.Saya termotivasi bekerja karena perusahaan diikat dengan arisan keluarga setiap sebulan sekali.					
	14.Saya termotivasi bekerja karena perusahaan memberikan santunan pada saat ada keluarga karyawan yang meninggal					
Rasa memiliki	15.Saya termotivasi bekerja karena seluruh karyawan peduli terhadap asset perusahaan.					
	16.Saya termotivasi bekerja karena seluruh karyawan turut menjaga seluruh asset perusahaan.					
Penerimaan	17.Saya termotivasi bekerja karena hubungan dengan sesama karyawan didalam perusahaan terjalin baik.					
	18.Saya termotivasi bekerja karena seluruh karyawan bisa saling toleransi.					
Persahabatan	19.Saya termotivasi bekerja karena sesama karyawan saling membantu baik dalam					

	hal pekerjaan maupun diluar pekerjaan.					
	20.Saya termotivasi bekerja karena seluruh karyawan solid dalam bekerja.					
Harga diri	21.Saya termotivasi bekerja karena seluruh karyawan bisa saling menghargai.					
	22.Saya termotivasi bekerja karena perusahaan selalu memberikan motivasi baik untuk kemajuan individu dan perusahaan.					
Kemandirian	23.Saya termotivasi bekerja karena perusahaan memberikan target untuk pencapaian secara individu dan tim.					
	24.Saya termotivasi bekerja karena perusahaan memberikan motivasi berupa training					
Pencapaian	25.Saya termotivasi bekerja karena adanya kenaikan golongan.					
	26.Saya termotivasi bekerja karena adanya promosi jabatan.					
Status	27.Saya termotivasi bekerja karena perusahaan memiliki status jabatan yang jelas.					
	28.Saya termotivasi bekerja karena perusahaan memiliki status social yang jelas.					
Pengakuan	29.Saya termotivasi bekerja karena mendapat					

	pujian dari atasan langsung					
	30.Saya termotivasi bekerja karena perusahaan mengakui karyawan yang berprestasi.					
Perhatian	31.Saya termotivasi bekerja karena pimpinan memberikan perhatian langsung kepada karyawan dalam mengatasi masalah					
	32.Saya termotivasi bekerja karena sesama karyawan saling peduli					
Pertumbuhan	33.Saya termotivasi bekerja karena perusahaan memberikan kesempatan mengikuti <i>product knowledge</i> untuk pengembangan diri.					
	34.Saya termotivasi bekerja karena perusahaan memberikan kesempatan yang luas untuk mengembangkan diri.					
Mencapai potensi	35.Saya termotivasi bekerja karena perusahaan memberikan upskilling secara berkala untuk mencapai potensi yang ada.					
	36.Saya termotivasi bekerja karena perusahaan memberikan pelatihan untuk product-product baru.					
Pemenuhan diri	37.Saya termotivasi bekerja karena					

	perusahaan mempunyai SOP yang jelas					
	38.Saya termotivasi bekerja karena perusahaan memberikan pelatihan attitude					



## DATA PENELITIAN

NAMA	MOTIVASI (X)																																	TOTAL							
	FISIOLOGIS								KEAMANAN				SOSIAL								PENGHARGAAN								AKTUALISASI DIRI												
	S1	S2	P3	P4	P5	P6	KH7	KH8	F9	F10	E11	E12	KS13	KS14	RM15	RM16	Pn17	Pn18	Pr19	Pr20	H21	H22	K23	K24	P25	P26	S27	S28	P29	P30	P31	P32	P33		P34	P35	P36	Pd37	Pd38		
SUSISYANT	4	4	4	3	4	5	4	4	3	4	2	4	2	4	3	4	4	4	5	3	5	5	3	4	5	5	4	4	4	4	4	4	4	5	4	3	5	4	5	151	
ENINUR	4	4	4	4	5	5	4	4	3	4	5	4	4	4	5	4	3	3	5	5	4	4	4	4	5	4	4	4	4	4	4	4	4	5	3	4	4	4	4	5	157
PANDU	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	4	5	5	5	5	5	5	5	5	3	4	4	4	4	4	4	4	4	4	5	5	3	3	4	164	
FIAN	4	5	5	5	4	4	4	4	4	4	4	4	4	5	3	3	4	4	5	4	4	5	5	5	3	3	4	4	4	4	4	4	4	4	5	3	3	4	155		
KRISNA	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	5	5	5	5	5	5	3	3	3	4	4	4	4	4	4	4	156	
EDI	4	4	4	5	5	4	5	4	4	4	4	5	4	5	4	4	3	2	3	3	3	4	5	4	4	5	4	5	4	4	3	3	4	5	4	4	4	5	4	5	154
SUPRI	3	3	4	3	3	4	2	2	3	4	2	3	2	4	4	4	4	4	2	3	3	3	3	3	2	3	3	4	4	3	3	3	4	3	4	2	2	3	118		
ANTO	5	5	5	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	4	4	4	4	5	4	5	5	5	5	5	5	5	5	4	4	4	3	3	3	3	164	
BAYU	3	4	4	4	4	5	4	4	4	4	4	4	5	3	5	5	4	4	4	4	4	4	4	5	5	5	5	5	5	4	4	4	4	4	4	4	3	4	4	158	
ACHMAD	4	4	4	4	4	4	5	4	3	4	3	4	3	4	5	5	4	5	2	5	5	5	4	3	3	3	3	3	3	3	3	3	4	4	5	4	5	4	3	147	
BAMBANG	4	4	4	5	4	3	5	5	5	5	5	5	5	5	5	3	3	3	2	3	4	4	5	3	5	4	5	4	5	4	5	4	5	4	3	5	5	5	162		
ANWAR	4	3	4	3	4	3	4	4	4	4	4	4	3	4	4	4	4	2	4	4	3	3	4	3	3	4	3	3	4	4	4	4	4	4	4	4	4	4	4	140	
KOMARUDI	4	4	4	4	3	3	4	4	4	4	3	3	3	4	4	4	4	4	4	4	4	4	3	4	3	3	4	4	3	4	4	4	4	4	4	4	4	4	4	143	
RANGGA	4	4	4	4	4	3	4	4	4	4	4	4	3	4	3	4	4	4	3	4	3	4	3	4	3	3	4	4	3	4	4	4	4	4	4	4	4	4	4	143	
TEGAR	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	4	4	4	3	3	4	4	3	4	4	4	4	4	4	4	4	4	4	3	149	
NICO	4	3	4	3	4	4	4	4	4	4	4	4	3	4	3	4	4	4	3	4	4	4	4	4	3	3	4	3	4	4	3	4	4	4	4	4	4	4	3	142	
YENURI	4	3	4	3	4	4	4	4	4	4	4	4	3	4	3	4	4	4	2	4	4	4	4	4	3	4	4	3	4	3	4	4	3	4	4	4	4	3	141		
MULYO	4	4	4	3	4	4	4	4	4	4	4	4	3	4	4	4	4	2	4	4	4	4	4	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	3	145	
POER	4	4	4	3	4	4	4	4	4	4	4	4	3	3	4	4	4	4	3	4	4	4	4	3	3	4	4	3	4	3	4	4	4	4	4	4	4	3	143		
BUDI	4	5	4	4	5	4	4	5	5	4	4	5	4	5	5	4	5	5	4	4	5	5	4	5	4	4	4	5	5	4	4	5	5	4	4	5	5	4	4	169	
BAGAS	4	5	5	5	4	4	4	4	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	4	5	4	4	5	5	5	5	5	5	4	5	174	
SUPRAT	4	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	4	5	5	5	5	5	5	5	5	4	4	4	5	4	4	5	5	5	5	5	5	5	182	
NGADI	4	5	4	4	4	4	4	4	4	4	4	4	5	5	4	4	4	5	4	4	4	4	5	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	163	
RADIT	5	4	5	5	4	4	5	5	4	4	5	5	4	4	5	4	5	5	2	4	5	5	4	5	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	169	
ZAKHA	5	5	5	5	5	5	5	5	5	5	5	4	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	188	
RENDRA	5	4	5	5	5	5	5	5	5	5	5	4	4	4	4	5	5	5	2	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	182	
JON	5	4	5	5	5	5	4	4	5	5	5	5	4	4	5	5	5	5	4	5	5	5	5	5	5	5	5	4	5	4	4	5	5	5	5	5	5	5	5	181	
MASROH	4	4	5	4	3	4	3	4	5	3	4	3	3	4	4	4	4	4	4	4	4	4	4	3	4	3	4	5	4	5	5	4	4	4	4	4	4	4	4	150	
RAYHAN	4	4	4	2	3	4	2	3	5	3	3	3	2	2	3	3	4	4	2	4	5	4	3	3	4	4	5	3	4	5	4	4	5	4	4	3	4	4	136		
ADRIAN	4	4	4	2	3	3	2	3	4	3	3	3	2	3	3	4	4	3	4	3	3	4	2	3	4	3	4	3	3	3	4	4	4	3	3	4	3	4	125		
WIDIANTO	3	4	3	4	3	3	2	4	2	3	3	3	3	4	5	4	5	5	3	4	4	3	2	3	4	3	3	3	4	4	4	3	4	3	3	3	4	4	132		
YAFI	4	4	4	3	3	5	3	4	4	3	4	3	3	4	4	3	4	3	2	4	4	3	3	4	4	3	3	3	4	4	4	4	3	3	3	4	5	5	5	139	
IAN	3	4	3	1	3	3	3	3	4	3	3	3	1	3	3	4	3	4	4	4	4	3	4	4	4	3	4	5	5	5	4	4	4	3	3	4	3	4	132		
YUSUF	4	4	4	4	3	4	4	4	4	5	5	3	1	4	4	3	4	4	3	3	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	4	4	5	142		
ANDRA	3	4	3	3	3	4	4	3	4	5	5	4	3	2	4	3	5	4	3	4	3	3	3	3	4	4	3	3	3	3	3	3	3	4	3	3	4	4	4	133	



### DATA PERUSAHAAN

NAMA	JABATAN	TGL. MASUK KERJA	MASA KERJA	PERUSAHAAN			SECTION			INDIVIDU				KOMPETENSI					TOTAL	ABSENSI			TOTAL SP	TOTAL PENG U-	TOTAL PENG U- RAI	TOTAL POINT	AVG			
				Sales vs	Profi vs	KPI 1	Sales	Profit	Collect	KPI 2	Produ ctivity Individual vs	Inco me SC vs	TAT vs BP	KPI 3	Job Skills Mast er	Team Work / Colla borat	Resp ond Time	KPI 4		KPI 5	Peng-	KPI								
				B	l	25%				25%	B	E		30%			20%	har												
Susisyant	Manager	01-Jan-10	11,25	95%	50%	18,13	78%	60%	75%	17,75	95%	75%	97%	26,73	90%	80%	90%	17,33	5	79,93	0	2	0	-	2%	0,20	79,73	A		
Eni Nur	Adminis	01-Jan-17	4,25	70%	70%	17,50	70%	50%	60%	15,00	95%	78%	103%	27,57	80%	70%	90%	16,00	2	76,07	0	2	0	-	2%	0,20	75,87	A		
Pandu	Teknisi	01-Jan-18	3,25	50%	30%	10,00	50%	30%	40%	10,00	80%	70%	80%	23,00	60%	50%	50%	10,67	1	53,67	0	2	0	-	2%	0,20	53,47	B		
Fian	Teknisi	02-Jan-18	3,24	60%	30%	11,25	50%	50%	30%	10,83	60%	50%	70%	18,00	50%	50%	50%	10,00		50,08	0	3	0	-	3%	0,30	49,78	BC		
Krisna	Teknisi	01-Jan-18	3,25	98%	30%	16,00	70%	30%	50%	12,50	97%	71%	85%	25,30	60%	50%	55%	11,00	2	64,80	3	0	0	-	2%	0,15	64,65	AB		
Edi	Teknisi	01-Jan-17	4,25	70%	30%	12,50	50%	40%	40%	10,83	60%	50%	50%	16,00	60%	60%	50%	11,33	1	50,67	0	2	0	-	2%	0,20	50,47	B		
Supri	Teknisi	01-Feb-19	2,16	30%	20%	6,25	30%	20%	30%	6,67	50%	50%	40%	14,00	50%	40%	40%	8,67		35,58	0	1	0	-	1%	0,10	35,48	BC		
Anto	Teknisi	07-Mar-18	3,07	75%	30%	13,13	50%	40%	40%	10,83	65%	50%	45%	16,00	50%	50%	50%	10,00		49,96	0	2	0	-	2%	0,20	49,76	BC		
Bayu	Teknisi	01-Jan-18	3,25	75%	30%	13,13	50%	45%	35%	10,83	60%	60%	50%	17,00	60%	70%	60%	12,67	1	53,63	0	0	0	-	0%	-	53,63	B		
Achmad	Teknisi	01-Dec-18	2,33	70%	30%	12,50	50%	40%	30%	10,00	70%	50%	50%	17,00	70%	70%	60%	13,33		52,83	0	0	0	-	0%	-	52,83	B		
Bambang	Teknisi	04-Jan-18	3,24	70%	30%	12,50	50%	40%	30%	10,00	70%	50%	60%	18,00	60%	60%	60%	12,00		52,50	0	0	0	-	0%	-	52,50	B		
Anwar	Teknisi	04-Jan-18	3,24	60%	30%	11,25	50%	50%	30%	10,83	80%	40%	30%	15,00	60%	50%	40%	10,00		47,08	0	1	0	-	1%	0,10	46,98	BC		
Komarudi	Teknisi	01-Feb-18	3,16	60%	40%	12,50	45%	50%	40%	11,25	70%	50%	50%	17,00	70%	60%	60%	12,67		53,42	0	0	0	-	0%	-	53,42	B		
Rangga	Teknisi	01-Feb-18	3,16	60%	40%	12,50	45%	50%	40%	11,25	70%	60%	40%	17,00	60%	60%	60%	12,00		52,75	0	0	0	-	0%	-	52,75	B		
Tegar	Teknisi	01-Jan-16	5,25	70%	50%	15,00	50%	50%	50%	12,50	80%	70%	60%	21,00	80%	85%	80%	16,33	2	64,83	0	1	0	-	1%	0,10	64,73	AB		
Nico	Teknisi	01-Feb-17	4,16	65%	50%	14,38	50%	40%	70%	13,33	80%	60%	80%	22,00	70%	80%	80%	15,33	1	65,04	0	0	0	-	0%	-	65,04	AB		
Yenuri	Teknisi	01-Feb-17	4,16	70%	50%	15,00	40%	50%	50%	11,67	70%	60%	80%	21,00	60%	60%	60%	12,00		59,67	0	2	0	-	2%	0,20	59,47	B		

Mulyo	Teknisi	01-Jan-18	3,25	50%	60%	13,75	50%	50%	50%	12,50	70%	60%	50%	18,00	70%	50%	60%	12,00		56,25	0	0	0	-	0%	-	56,25	B
Poer	Teknisi	01-Jan-18	3,25	70%	50%	15,00	50%	50%	50%	12,50	70%	60%	40%	17,00	80%	50%	50%	12,00		56,50	3	0	0	-	2%	0,15	56,35	B
Budi	Teknisi	01-Jan-18	3,25	60%	50%	13,75	50%	50%	50%	12,50	70%	60%	50%	18,00	90%	80%	75%	16,33	1	60,58	0	0	0	-	0%	-	60,58	AB
Bagas	Teknisi	03-Dec-17	3,33	60%	60%	15,00	50%	40%	60%	12,50	60%	71%	85%	21,67	80%	60%	70%	14,00	1	63,17	0	2	0	-	2%	0,20	62,97	AB
Suprat	Teknisi	01-Feb-17	4,16	60%	50%	13,75	40%	50%	50%	11,67	60%	60%	60%	18,00	70%	60%	50%	12,00		55,42	0	4	0	-	4%	0,40	55,02	B
Ngadi	Teknisi	02-Jul-17	3,75	70%	60%	16,25	50%	40%	50%	11,67	70%	60%	60%	19,00	80%	70%	70%	14,67	2	61,58	0	2	0	-	2%	0,20	61,38	AB
Radit	Teknisi	03-Dec-18	2,33	70%	50%	15,00	50%	50%	40%	11,67	80%	71%	70%	22,10	50%	50%	50%	10,00	1	58,77	0	3	0	-	3%	0,30	58,47	B
Zakha	Teknisi	01-Jan-17	4,25	60%	50%	13,75	50%	50%	50%	12,50	83%	71%	85%	23,90	80%	75%	75%	15,33	2	65,48	0	0	0	-	0%	-	65,48	AB
Rendra	Teknisi	01-Sep-18	2,58	50%	40%	11,25	40%	40%	40%	10,00	50%	50%	50%	15,00	60%	70%	60%	12,67		48,92	0	1	0	-	1%	0,10	48,82	BC
Jon	Teknisi	01-Jan-18	3,25	40%	40%	10,00	50%	35%	40%	10,42	70%	60%	60%	19,00	50%	60%	50%	10,67		50,08	0	3	0	-	3%	0,30	49,78	BC
Masroh	Teknisi	01-Feb-19	2,16	40%	40%	10,00	40%	40%	40%	10,00	50%	50%	40%	14,00	40%	50%	60%	10,00		44,00	0	0	0	-	0%	-	44,00	BC
Rayhan	Teknisi	04-Nov-19	1,41	40%	40%	10,00	40%	40%	40%	10,00	30%	40%	40%	11,00	40%	40%	40%	8,00		39,00	0	1	0	-	1%	0,10	38,90	BC
Adrian	Teknisi	01-Jan-20	1,25	40%	40%	10,00	40%	30%	30%	8,33	40%	40%	30%	11,00	40%	30%	40%	7,33		36,67	1	1	0	-	2%	0,15	36,52	BC
Widianto	Helper	01-May-20	0,92	40%	40%	10,00	40%	40%	40%	10,00	40%	40%	30%	11,00	50%	50%	40%	9,33		40,33	0	0	0	-	0%	-	40,33	BC
Yafi	Helper	01-Jan-21	0,24	30%	30%	7,50	30%	30%	30%	7,50	50%	40%	30%	12,00	30%	30%	30%	6,00		33,00	1	2	1	-	5%	0,45	32,55	BC
Ian	Helper	01-Jan-21	0,24	30%	30%	7,50	30%	25%	30%	7,08	30%	30%	30%	10,00	30%	30%	25%	5,67		30,25	2	3	0	-	4%	0,40	29,85	C
Yusuf	Helper	01-Jan-19	2,25	50%	40%	11,25	40%	40%	50%	10,83	50%	40%	60%	15,00	50%	50%	40%	9,33		46,42	0	0	0	-	0%	-	46,42	BC
Andra	Helper	01-Jan-21	0,24	40%	50%	11,25	50%	40%	40%	10,83	50%	50%	60%	16,00	50%	40%	40%	8,67		46,75	0	0	0	-	0%	-	46,75	BC

## STRUKTUR ORGANISASI CV TRIADI ELEKTRONIK SEMARANG

### CV TRIADI ELEKTRONIK SEMARANG

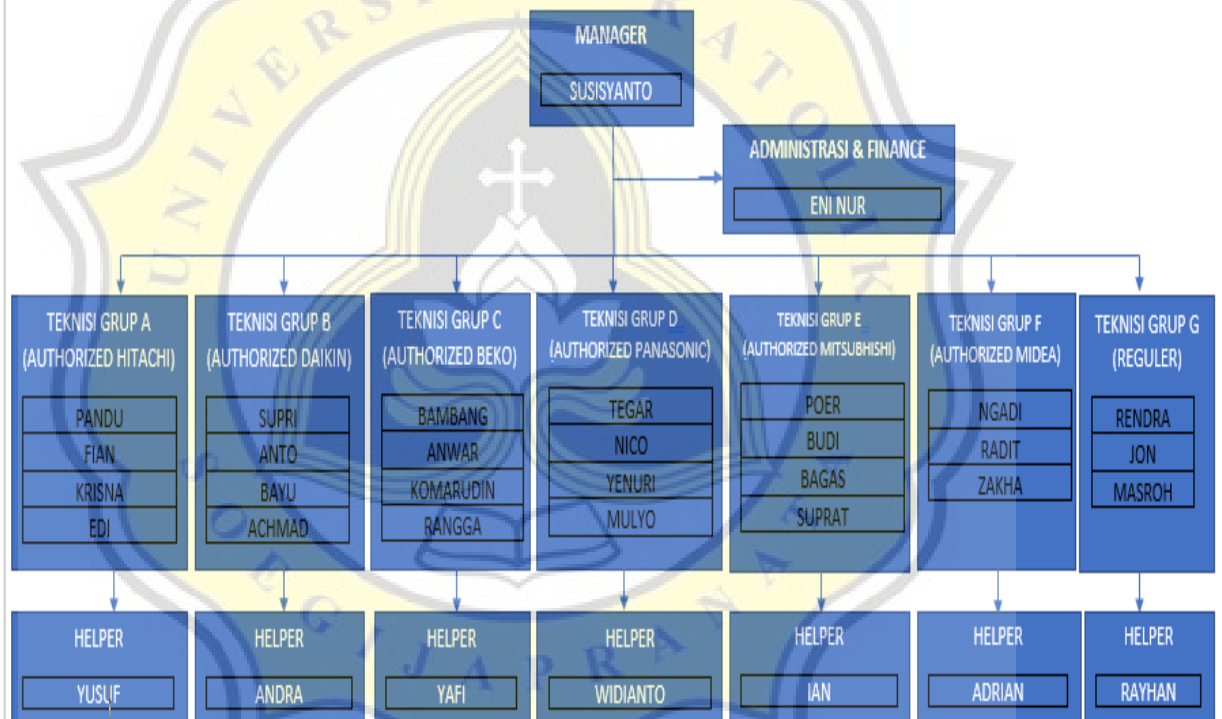
Jln. Boulevard Raya Ruko AD-06 Bukit Kencana Jaya Meteseh, Tembalang

Tlp 085100506937-38

Email: [triadismg@yahoo.co.id](mailto:triadismg@yahoo.co.id) Website: <https://g.co/kgs/azoncq>



### STRUKTUR ORGANISASI CV TRIADI ELEKTRONIK SEMARANG



## HASIL OLAH DATA

### Crosstabs

#### Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
JENIS_KELAMIN * USIA	35	100.0%	0	0.0%	35	100.0%

#### JENIS\_KELAMIN \* USIA Crosstabulation

			USIA		
			25	26	27
JENIS_KELAMIN	LAKI-LAKI	Count	2	2	2
		Expected Count	1.9	1.9	1.9
		% within JENIS_KELAMIN	5.9%	5.9%	5.9%
		% within USIA	100.0%	100.0%	100.0%
		% of Total	5.7%	5.7%	5.7%
	PEREMPUEAN	Count	0	0	0
		Expected Count	.1	.1	.1
		% within JENIS_KELAMIN	0.0%	0.0%	0.0%
		% within USIA	0.0%	0.0%	0.0%
		% of Total	0.0%	0.0%	0.0%
Total		Count	2	2	2
		Expected Count	2.0	2.0	2.0
		% within JENIS_KELAMIN	5.7%	5.7%	5.7%
		% within USIA	100.0%	100.0%	100.0%
		% of Total	5.7%	5.7%	5.7%

#### JENIS\_KELAMIN \* USIA Crosstabulation

			USIA		
			28	29	30
JENIS_KELAMIN	LAKI-LAKI	Count	5	7	7
		Expected Count	4.9	6.8	6.8
		% within JENIS_KELAMIN	14.7%	20.6%	20.6%
		% within USIA	100.0%	100.0%	100.0%
		% of Total	14.3%	20.0%	20.0%
	PEREMPUEAN	Count	0	0	0
		Expected Count	.1	.2	.2
		% within JENIS_KELAMIN	0.0%	0.0%	0.0%
		% within USIA	0.0%	0.0%	0.0%
		% of Total	0.0%	0.0%	0.0%
Total		Count	5	7	7
		Expected Count	5.0	7.0	7.0
		% within JENIS_KELAMIN	14.3%	20.0%	20.0%
		% within USIA	100.0%	100.0%	100.0%
		% of Total	14.3%	20.0%	20.0%

#### JENIS\_KELAMIN \* USIA Crosstabulation

			USIA		
			31	32	33
JENIS_KELAMIN	LAKI-LAKI	Count	2	1	2
		Expected Count	1.9	1.9	1.9

		% within JENIS_KELAMIN	5.9%	2.9%	5.9%
		% within USIA	100.0%	50.0%	100.0%
		% of Total	5.7%	2.9%	5.7%
	PEREMPUAN	Count	0	1	0
		Expected Count	.1	.1	.1
		% within JENIS_KELAMIN	0.0%	100.0%	0.0%
		% within USIA	0.0%	50.0%	0.0%
		% of Total	0.0%	2.9%	0.0%
Total		Count	2	2	2
		Expected Count	2.0	2.0	2.0
		% within JENIS_KELAMIN	5.7%	5.7%	5.7%
		% within USIA	100.0%	100.0%	100.0%
		% of Total	5.7%	5.7%	5.7%

### JENIS\_KELAMIN \* USIA Crosstabulation

		USIA			
		35	37	39	
JENIS_KELAMIN	LAKI-LAKI	Count	2	1	1
		Expected Count	1.9	1.0	1.0
		% within JENIS_KELAMIN	5.9%	2.9%	2.9%
		% within USIA	100.0%	100.0%	100.0%
		% of Total	5.7%	2.9%	2.9%
	PEREMPUAN	Count	0	0	0
		Expected Count	.1	.0	.0
		% within JENIS_KELAMIN	0.0%	0.0%	0.0%
		% within USIA	0.0%	0.0%	0.0%
		% of Total	0.0%	0.0%	0.0%
Total	Count	2	1	1	
	Expected Count	2.0	1.0	1.0	
	% within JENIS_KELAMIN	5.7%	2.9%	2.9%	
	% within USIA	100.0%	100.0%	100.0%	
	% of Total	5.7%	2.9%	2.9%	

### JENIS\_KELAMIN \* USIA Crosstabulation

			Total
JENIS_KELAMIN	LAKI-LAKI	Count	34
		Expected Count	34.0
		% within JENIS_KELAMIN	100.0%
		% within USIA	97.1%
		% of Total	97.1%
	PEREMPUAN	Count	1
		Expected Count	1.0
		% within JENIS_KELAMIN	100.0%
		% within USIA	2.9%
		% of Total	2.9%
Total	Count	35	
	Expected Count	35.0	
	% within JENIS_KELAMIN	100.0%	
	% within USIA	100.0%	
	% of Total	100.0%	

**Crosstabs**  
**Case Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
JABATAN * PENDIDIKAN_TERAKHIR	35	100.0%	0	0.0%	35	100.0%
JABATAN * LAMA_BEKERJA	35	100.0%	0	0.0%	35	100.0%

**JABATAN \* PENDIDIKAN\_TERAKHIR Crosstabulation**

			PENDIDIKAN_TERAKHIR		
			D3	S1	SMK
JABATAN N	Administrasi & Finance	Count	1	0	0
		Expected Count	.1	.0	.9
		% within JABATAN	100.0%	0.0%	0.0%
		% within PENDIDIKAN_TERAKHIR	25.0%	0.0%	0.0%
		% of Total	2.9%	0.0%	0.0%
	Helper	Count	0	0	7
		Expected Count	.8	.2	6.0
		% within JABATAN	0.0%	0.0%	100.0%
		% within PENDIDIKAN_TERAKHIR	0.0%	0.0%	23.3%
		% of Total	0.0%	0.0%	20.0%
	Manager	Count	0	1	0
		Expected Count	.1	.0	.9
		% within JABATAN	0.0%	100.0%	0.0%
		% within PENDIDIKAN_TERAKHIR	0.0%	100.0%	0.0%
		% of Total	0.0%	2.9%	0.0%
	Teknisi	Count	3	0	23
Expected Count		3.0	.7	22.3	
% within JABATAN		11.5%	0.0%	88.5%	
% within PENDIDIKAN_TERAKHIR		75.0%	0.0%	76.7%	
% of Total		8.6%	0.0%	65.7%	
Total		Count	4	1	30
		Expected Count	4.0	1.0	30.0
		% within JABATAN	11.4%	2.9%	85.7%
		% within PENDIDIKAN_TERAKHIR	100.0%	100.0%	100.0%
		% of Total	11.4%	2.9%	85.7%

**JABATAN \* PENDIDIKAN\_TERAKHIR Crosstabulation**

			Total
JABATAN	Administrasi & Finance	Count	1
		Expected Count	1.0

		% within JABATAN	100.0%
		% within PENDIDIKAN_TERAKHIR	2.9%
		% of Total	2.9%
	Helper	Count	7
		Expected Count	7.0
		% within JABATAN	100.0%
		% within PENDIDIKAN_TERAKHIR	20.0%
		% of Total	20.0%
		Manager	Count
	Expected Count		1.0
	% within JABATAN		100.0%
		% within PENDIDIKAN_TERAKHIR	2.9%
		% of Total	2.9%
		Teknisi	Count
	Expected Count		26.0
% within JABATAN	100.0%		
	% within PENDIDIKAN_TERAKHIR	74.3%	
	% of Total	74.3%	
	Total	Count	35
Expected Count		35.0	
% within JABATAN		100.0%	
% within PENDIDIKAN_TERAKHIR		100.0%	
% of Total		100.0%	

#### JABATAN \* LAMA\_BEKERJA Crosstabulation

			LAMA_BEKERJA		
			1	11	2
JABATAN	Administrasi & Finance	Count	0	0	0
		Expected Count	.2	.0	.2
		% within JABATAN	0.0%	0.0%	0.0%
		% within LAMA_BEKERJA	0.0%	0.0%	0.0%
		% of Total	0.0%	0.0%	0.0%
	Helper	Count	6	0	1
		Expected Count	1.2	.2	1.2
		% within JABATAN	85.7%	0.0%	14.3%
		% within LAMA_BEKERJA	100.0%	0.0%	16.7%
		% of Total	17.1%	0.0%	2.9%
	Manager	Count	0	1	0
		Expected Count	.2	.0	.2
		% within JABATAN	0.0%	100.0%	0.0%
		% within LAMA_BEKERJA	0.0%	100.0%	0.0%
		% of Total	0.0%	2.9%	0.0%
	Teknisi	Count	0	0	5
		Expected Count	4.5	.7	4.5
		% within JABATAN	0.0%	0.0%	19.2%
		% within LAMA_BEKERJA	0.0%	0.0%	83.3%
		% of Total	0.0%	0.0%	14.3%
Total	Count	6	1	6	
	Expected Count	6.0	1.0	6.0	
	% within JABATAN	17.1%	2.9%	17.1%	

	% within LAMA_BEKERJA	100.0%	100.0%	100.0%
	% of Total	17.1%	2.9%	17.1%

**JABATAN \* LAMA\_BEKERJA Crosstabulation**

		LAMA_BEKERJA			
		3	4	5	
JABATAN	Administrasi & Finance	Count	0	1	0
		Expected Count	.4	.2	.0
		% within JABATAN	0.0%	100.0%	0.0%
		% within LAMA_BEKERJA	0.0%	16.7%	0.0%
		% of Total	0.0%	2.9%	0.0%
	Helper	Count	0	0	0
		Expected Count	3.0	1.2	.2
		% within JABATAN	0.0%	0.0%	0.0%
		% within LAMA_BEKERJA	0.0%	0.0%	0.0%
		% of Total	0.0%	0.0%	0.0%
	Manager	Count	0	0	0
		Expected Count	.4	.2	.0
		% within JABATAN	0.0%	0.0%	0.0%
		% within LAMA_BEKERJA	0.0%	0.0%	0.0%
		% of Total	0.0%	0.0%	0.0%
	Teknisi	Count	15	5	1
Expected Count		11.1	4.5	.7	
% within JABATAN		57.7%	19.2%	3.8%	
% within LAMA_BEKERJA		100.0%	83.3%	100.0%	
	% of Total	42.9%	14.3%	2.9%	
Total	Count	15	6	1	
	Expected Count	15.0	6.0	1.0	
	% within JABATAN	42.9%	17.1%	2.9%	
	% within LAMA_BEKERJA	100.0%	100.0%	100.0%	
	% of Total	42.9%	17.1%	2.9%	

**JABATAN \* LAMA\_BEKERJA Crosstabulation**

			Total
JABATAN	Administrasi & Finance	Count	1
		Expected Count	1.0
		% within JABATAN	100.0%
		% within LAMA_BEKERJA	2.9%
		% of Total	2.9%
	Helper	Count	7
		Expected Count	7.0
		% within JABATAN	100.0%
		% within LAMA_BEKERJA	20.0%
		% of Total	20.0%
	Manager	Count	1
		Expected Count	1.0
% within JABATAN		100.0%	
% within LAMA_BEKERJA		2.9%	
	% of Total	2.9%	



	Teknisi	Count	26
		Expected Count	26.0
		% within JABATAN	100.0%
		% within LAMA_BEKERJA	74.3%
		% of Total	74.3%
Total		Count	35
		Expected Count	35.0
		% within JABATAN	100.0%
		% within LAMA_BEKERJA	100.0%
		% of Total	100.0%

	X 1	X 2	X 3	X 4	X 5	X 6	X 7	X 8	X 9	X 10	X 11	X 12	X 13	X 14	X 15	X 16	X 17	X 18	X 19	X 20	X 21	X 22	X 23	X 24	X 25	X 26	X 27	X 28	X 29	X 30	X 31	X 32	X 33	X 34	X 35	
X 1	Pearson Correlation	1	.289	.741	.451	.317	.501	.542	.436	.339	.433	.334	.337	.139	.336	.337	.045	.339	.460	.550	.551	.311	.408	.408	.522	.551	.311	.408	.522	.245	.243	.344	.465	.463		
	Sig. (2-tailed)		.002	.000	.000	.005	.002	.000	.004	.006	.003	.002	.002	.041	.003	.002	.666	.004	.000	.000	.000	.007	.000	.000	.000	.000	.000	.006	.001	.005	.002	.006	.000	.003	.005	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	
X 2	Pearson Correlation	.289	1	.441	.431	.320	.222	.400	.295	.130	.330	.333	.343	.233	.337	.335	.553	.334	.445	.443	.444	.334	.444	.443	.334	.242	.443	.240	.443	.330	.443	.330	.443	.330	.443	.330
	Sig. (2-tailed)	.002		.006	.003	.008	.011	.005	.008	.030	.007	.007	.007	.010	.002	.002	.000	.003	.000	.000	.000	.000	.000	.000	.000	.000	.000	.002	.000	.003	.001	.005	.000	.000	.001	
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X 3	Pearson Correlation	.741	.441	1	.638	.445	.315	.489	.444	.520	.241	.337	.443	.443	.250	.338	.334	.676	.677	.677	.557	.677	.677	.557	.241	.677	.677	.557	.677	.677	.557	.677	.677	.557	.677	.677
	Sig. (2-tailed)	.000	.000		.000	.000	.001	.000	.000	.000	.001	.001	.001	.001	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
X 4	Pearson Correlation	.441	.441	.638	1	.630	.665	.669	.253	.567	.661	.662	.706	.667	.534	.442	.336	.843	.847	.847	.847	.555	.847	.847	.555	.242	.847	.847	.555	.847	.847	.555	.847	.847	.555	.847
	Sig. (2-tailed)	.004	.004	.000		.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000
	N	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35



















X15	Pearson Correlation	.246	.469**	.202	.231	.378*	.273	.510**
	Sig. (2-tailed)	.155	.004	.245	.181	.025	.113	.002
	N	35	35	35	35	35	35	35
X16	Pearson Correlation	.324	.564**	.373*	.226	.127	-.017	.553**
	Sig. (2-tailed)	.058	.000	.027	.193	.469	.923	.001
	N	35	35	35	35	35	35	35
X17	Pearson Correlation	.165	.579**	.376*	.083	.193	.118	.488**
	Sig. (2-tailed)	.343	.000	.026	.637	.267	.499	.003
	N	35	35	35	35	35	35	35
X18	Pearson Correlation	.318	.712**	.346*	.084	.115	-.049	.524**
	Sig. (2-tailed)	.063	.000	.042	.630	.512	.779	.001
	N	35	35	35	35	35	35	35
X19	Pearson Correlation	.280	.206	.138	.020	-.120	.182	.359*
	Sig. (2-tailed)	.104	.235	.428	.910	.491	.296	.034
	N	35	35	35	35	35	35	35
X20	Pearson Correlation	.395*	.564**	.564**	.285	.322	.102	.590**
	Sig. (2-tailed)	.019	.000	.000	.098	.059	.559	.000
	N	35	35	35	35	35	35	35
X21	Pearson Correlation	.592**	.712**	.407*	.425*	.428*	.295	.667**
	Sig. (2-tailed)	.000	.000	.015	.011	.010	.085	.000
	N	35	35	35	35	35	35	35
X22	Pearson Correlation	.640**	.721**	.495**	.401*	.283	.235	.733**
	Sig. (2-tailed)	.000	.000	.002	.017	.099	.175	.000
	N	35	35	35	35	35	35	35
X23	Pearson Correlation	.416*	.525**	.525**	.276	.246	.201	.785**
	Sig. (2-tailed)	.013	.001	.001	.109	.155	.247	.000
	N	35	35	35	35	35	35	35
X24	Pearson Correlation	.302	.592**	.758**	.337*	.332	.430**	.760**
	Sig. (2-tailed)	.078	.000	.000	.047	.051	.010	.000
	N	35	35	35	35	35	35	35
X25	Pearson Correlation	.410*	.151	-.039	.409*	.492**	.599**	.568**
	Sig. (2-tailed)	.014	.387	.822	.015	.003	.000	.000
	N	35	35	35	35	35	35	35
X26	Pearson Correlation	.492**	.427*	.224	.265	.376*	.525**	.723**
	Sig. (2-tailed)	.003	.010	.196	.125	.026	.001	.000
	N	35	35	35	35	35	35	35
X27	Pearson Correlation	.341*	.295	.232	.091	.248	.252	.535**
	Sig. (2-tailed)	.045	.085	.179	.602	.151	.145	.001
	N	35	35	35	35	35	35	35
X28	Pearson Correlation	.290	.248	.187	.005	.002	.123	.539**
	Sig. (2-tailed)	.091	.151	.283	.978	.992	.482	.001
	N	35	35	35	35	35	35	35
X29	Pearson Correlation	.211	.259	.153	.041	.160	.384*	.514**
	Sig. (2-tailed)	.224	.133	.380	.816	.358	.023	.002
	N	35	35	35	35	35	35	35
X30	Pearson Correlation	.367*	.371*	.242	.159	.256	.267	.517**
	Sig. (2-tailed)	.030	.028	.161	.363	.137	.121	.001
	N	35	35	35	35	35	35	35
X31	Pearson Correlation	.384*	.364*	.155	.216	.294	.429*	.542**
	Sig. (2-tailed)	.023	.032	.374	.213	.087	.010	.001
	N	35	35	35	35	35	35	35
X32	Pearson Correlation	.516**	.515**	.346*	.404*	.437**	.181	.547**
	Sig. (2-tailed)	.002	.002	.041	.016	.009	.299	.001
	N	35	35	35	35	35	35	35

X33	Pearson Correlation	1	.537**	.348*	.427*	.372*	.345*	.612**
	Sig. (2-tailed)		.001	.040	.011	.028	.042	.000
	N	35	35	35	35	35	35	35
X34	Pearson Correlation	.537**	1	.665**	.406*	.456**	.247	.780**
	Sig. (2-tailed)	.001		.000	.015	.006	.152	.000
	N	35	35	35	35	35	35	35
X35	Pearson Correlation	.348*	.665**	1	.251	.341*	.300	.634**
	Sig. (2-tailed)	.040	.000		.146	.045	.080	.000
	N	35	35	35	35	35	35	35
X36	Pearson Correlation	.427*	.406*	.251	1	.795**	.564**	.522**
	Sig. (2-tailed)	.011	.015	.146		.000	.000	.001
	N	35	35	35	35	35	35	35
X37	Pearson Correlation	.372*	.456**	.341*	.795**	1	.585**	.581**
	Sig. (2-tailed)	.028	.006	.045	.000		.000	.000
	N	35	35	35	35	35	35	35
X38	Pearson Correlation	.345*	.247	.300	.564**	.585**	1	.523**
	Sig. (2-tailed)	.042	.152	.080	.000	.000		.001
	N	35	35	35	35	35	35	35
TOTAL	Pearson Correlation	.612**	.780**	.634**	.522**	.581**	.523**	1
	Sig. (2-tailed)	.000	.000	.000	.001	.000	.001	
	N	35	35	35	35	35	35	35

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

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

## Reliability

### Case Processing Summary

		N	%
Cases	Valid	35	100.0
	Excluded <sup>a</sup>	0	.0
	Total	35	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.954	38

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1	148.2571	277.961	.654	.952
X2	148.1714	278.793	.584	.953
X3	148.0857	276.610	.696	.952
X4	148.4571	265.020	.744	.951
X5	148.3429	271.761	.770	.951
X6	148.2286	278.240	.515	.953
X7	148.3714	270.240	.670	.952
X8	148.2571	273.432	.765	.952
X9	148.2000	278.282	.497	.953
X10	148.2000	277.812	.557	.953
X11	148.2000	271.988	.629	.952
X12	148.2857	273.504	.688	.952
X13	148.8571	265.597	.694	.952
X14	148.2571	273.667	.565	.953
X15	148.1429	277.479	.476	.953
X16	148.2000	278.459	.526	.953
X17	148.0286	280.499	.460	.953
X18	148.0857	278.669	.495	.953
X19	148.8000	276.871	.296	.956
X20	148.2000	277.635	.565	.953
X21	148.0857	275.434	.645	.952
X22	148.1429	272.655	.713	.952
X23	148.3714	267.652	.764	.951
X24	148.1143	271.634	.741	.952
X25	148.3429	274.291	.533	.953
X26	148.4571	271.079	.700	.952
X27	148.1143	278.692	.507	.953
X28	148.2857	278.328	.511	.953
X29	148.2000	277.282	.479	.953
X30	148.1429	279.361	.489	.953
X31	148.3714	279.652	.518	.953
X32	148.3143	281.339	.527	.953
X33	148.0286	277.029	.588	.953
X34	148.2000	271.341	.762	.951
X35	148.2000	274.929	.608	.952
X36	148.1714	276.793	.488	.953
X37	148.2286	276.593	.553	.953
X38	148.1143	276.928	.488	.953

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

Model	Variables Entered	Variables Removed	Method
1	Motivasi <sup>b</sup>	.	Enter

- a. Dependent Variable: Kinerja  
 b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.485 <sup>a</sup>	.235	.212	9.963

- a. Predictors: (Constant), Motivasi

### ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1008.291	1	1008.291	10.159	.003 <sup>b</sup>
	Residual	3275.380	33	99.254		
	Total	4283.672	34			

- a. Dependent Variable: Kinerja  
 b. Predictors: (Constant), Motivasi

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.203	15.367		.273	.786
	Motivasi	.320	.100	.485	3.187	.003

- a. Dependent Variable: Kinerja

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