

Lampiran 1 Kuesioner

Kepada Yth.

Bapak/Ibu/Saudara/Saudari Responden
di tempat.

Dengan hormat,

Dalam rangka penyusunan skripsi sebagai salah satu syarat menyelesaikan studi pada Fakultas Ekonomi Universitas Katolik Soegijapranata, maka dengan ini saya:

Nama : TRIYA ANDINA PUTRI
NIM : 06.30.0120

Mengadakan penelitian dengan judul “**Pengaruh Kepuasan Gaji Terhadap Kinerja Karyawan Dengan Motivasi Sebagai Variabel Pemediasi**” (Studi Pada UD. Bumi Putera Semarang).

Dengan maksud tersebut diatas, saya mohon dengan hormat kesediaan Bapak/Ibu/Sdr, untuk mengisi kuisioner yang terlampir dengan memberi tanda (✓) pada salah satu pilihan yang sesuai dengan pendapat Bapak/Ibu. Ketulusan dan kerelaan dalam menjawab pertanyaan pada kuisioner ini sangat saya harapkan dan saya menjamin sepenuhnya bahwa jawaban yang peroleh akan dijaga kerahasiaannya, serta hanya akan dipergunakan untuk kepentingan akademik saja.

Atas partisipasi dan bantuan dari Bapak/Ibu/Sdr sekalian saya mengucapkan terima kasih yang sebesar-besarnya.

Semarang, Januari
2011 Peneliti,

(TRIYA ANDINA
PUTRI)

I. IDENTITAS RESPONDEN

Berilah tanda x pada pilihan yang sesuai identitas anda.

1. Nama Responden : (nama boleh tidak diisi)
2. Jenis Kelamin : Laki-laki Perempuan
3. Usia : < 30 tahun 31 – 40 tahun
 41 – 50 tahun 50 – 60 tahun
4. Masa Kerja : < 5 tahun 5 – 10 tahun
 10 – 15 tahun > 15 tahun
5. Pendidikan Terakhir : SMP
 SMA
 D3
 S1
6. Jabatan :
7. Lama menjabat :

Isilah pernyataan-pernyataan sebagai berikut sesuai dengan pendapat saudara/saudari/bapak/ibu.

Keterangan

- | | |
|-----|-----------------------|
| STS | = sangat tidak setuju |
| TS | = tidak setuju |
| N | = netral |
| S | = setuju |
| SS | = sangat setuju |

II. Kepuasan Gaji (diadopsi dari Sugiarto: 2010)

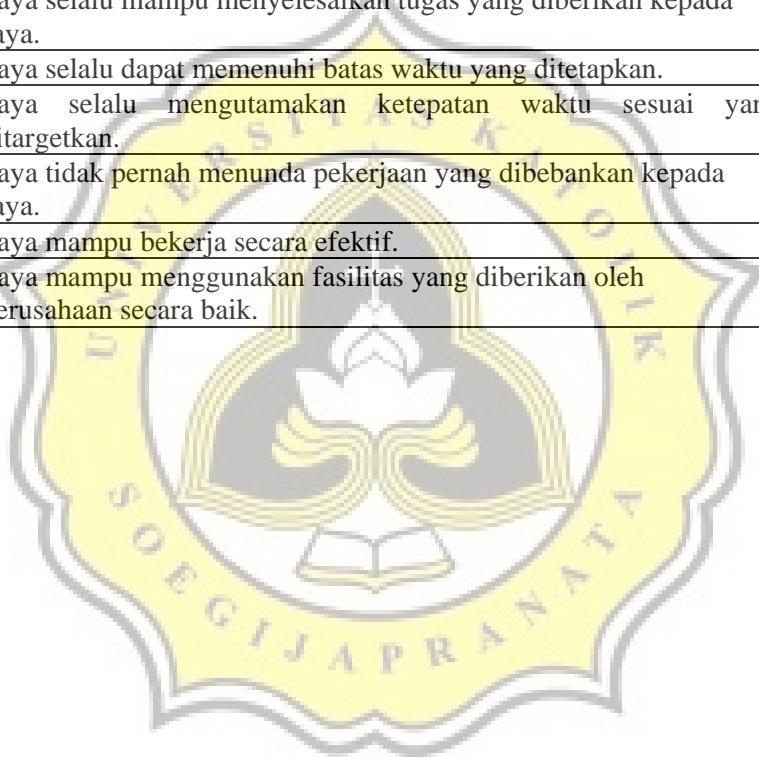
| No | Pernyataan | Skala | | | | |
|--|--|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Dimensi Tingkat gaji (<i>pay Level</i>) | | | | | | |
| 1 | Saya merasa cukup atas gaji yang saya terima | | | | | |
| 2 | Jumlah gaji yang saya terima sesuai dengan kemampuan saya dalam memberikan pengorbanan kepada organisasi | | | | | |
| 3 | Gaji yang saya terima tidak lebih rendah dibandingkan dengan gaji yang diberikan oleh pabrik lain | | | | | |
| Dimensi Administrasi Penggajian (<i>administration pay</i>) | | | | | | |
| 4 | Administrasi penggajian di pabrik tempat saya bekerja terkelola dengan baik | | | | | |
| 5 | Administrasi penggajian di pabrik tempat saya teliti | | | | | |
| 6 | Pabrik empat saya bekerja selalu memperhatikan ketepatan gaji karyawan | | | | | |
| Dimensi Kenaikan Gaji (<i>pay raise</i>) | | | | | | |
| 7 | Gaji di pabrik tempat saya bekerja selalu naik secara berkala | | | | | |
| 8 | Persentase kenaikan gaji biasanya memuaskan pegawai | | | | | |
| 9 | Kenaikan gaji juga dipertimbangkan terhadap prestasi kerja karyawan | | | | | |

III. MOTIVASI (diadopsi dari Mas'ud: 2004)

| No | Pernyataan | Skala | | | | |
|-------------------------------|--|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| Dimensi prestasi kerja | | | | | | |
| 1 | Saya menikmati pekerjaan yang menantang dan sukar | | | | | |
| 2 | Saya berusaha keras untuk mencapai prestasi (target) | | | | | |
| 3 | Saya mencari cara-cara baru untuk mengatasi kesukaran yang saya hadapi | | | | | |
| 4 | Saya ingin mengetahui seberapa baik saya bekerja, dan saya menggunakan umpan balik untuk diri saya sendiri | | | | | |
| 5 | Saya dapat bekerja di bawah tekanan dan batas waktu | | | | | |
| Dimensi Pengendalian | | | | | | |
| 6 | Saya melakukan pencatatan secara teliti | | | | | |
| 7 | Saya memastikan bahwa semua pekerjaan dilakukan sesuai dengan rencana | | | | | |
| 8 | Saya mendefinisikan apa yang harus dilakukan untuk orang yang bekerja bersama saya | | | | | |
| 9 | Saya menjelaskan sistem dan prosedur secara jelas kepada orang yang bekerja dengan saya | | | | | |
| 10 | Saya suka mempunyai wewenang | | | | | |
| Dimensi Ketergantungan | | | | | | |
| 11 | Saya mengikuti apa yang menjadi idaman (cita-cita) saya | | | | | |
| 12 | Saya menaruh hormat kepada orang yang berpengalaman | | | | | |
| 13 | Saya belajar dari orang yang lebih senior dari saya | | | | | |
| 14 | Saya berusaha mencari bantuan dari orang yang lebih mengetahui masalah pekerjaan | | | | | |
| 15 | Saya suka meminta gagasan dan bantuan orang lain | | | | | |
| Dimensi Afiliasi | | | | | | |
| 16 | Saya mudah menjalin hubungan baik dengan orang lain | | | | | |
| 17 | Saya menceritakan perasaan saya kepada orang lain | | | | | |
| 18 | Saya memperhatikan masalah pribadi orang yang bekerja bersama saya | | | | | |
| 19 | Saya memahami dan menanggapi perasaan orang lain | | | | | |
| 20 | Saya memulai inisiatif untuk menjalin hubungan dengan orang lain | | | | | |

IV. KINERJA (diadopsi dari Mas'ud: 2004)

| No | Pernyataan | Skala | | | | |
|----|--|-------|----|---|---|----|
| | | STS | TS | N | S | SS |
| 1 | Hasil pekerjaan yang saya lakukan dinilai berkualitas. | | | | | |
| 2 | Hasi pekerjaan yang saya lakukan memenuhi standar yang ditetapkan. | | | | | |
| 3 | Saya tidak banyak mengalami kesalahan dalam menyelesaikan pekerjaan yang dibebankan kepada saya. | | | | | |
| 4 | Hasil kerja saya selalu sesuai dengan mutu yang dikehendaki. | | | | | |
| 5 | Saya selalu dapat bekerja sesuai dengan target yang ditetapkan. | | | | | |
| 6 | Saya selalu mampu memenuhi batas minimal yang disyaratkan. | | | | | |
| 7 | Saya selalu mampu menyelesaikan tugas yang diberikan kepada saya. | | | | | |
| 8 | Saya selalu dapat memenuhi batas waktu yang ditetapkan. | | | | | |
| 9 | Saya selalu mengutamakan ketepatan waktu sesuai yang ditargetkan. | | | | | |
| 10 | Saya tidak pernah menunda pekerjaan yang dibebankan kepada saya. | | | | | |
| 11 | Saya mampu bekerja secara efektif. | | | | | |
| 12 | Saya mampu menggunakan fasilitas yang diberikan oleh perusahaan secara baik. | | | | | |



Lampiran 2 Tabulasi Hasil Survey

Lampiran 2 Tabulasi Hasil Survey

| No | JK | Usia | MK | PT | KEPUASAN GAJI | | | | | | | | | |
|----|--------|---------------|--------------|-----|---------------|---|---|---|---|---|---|---|---|-----------|
| | | | | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | Tot |
| 50 | Pria | 31 - 40 tahun | 6 - 10 tahun | SMP | 1 | 1 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 51 | Pria | 31 - 40 tahun | 11-15 tahun | SMP | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 20 |
| 52 | Pria | < 30 tahun | 6 - 10 tahun | SMP | 4 | 2 | 2 | 1 | 3 | 2 | 2 | 2 | 2 | 20 |
| 53 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMA | 2 | 2 | 2 | 4 | 5 | 2 | 2 | 2 | 1 | 22 |
| 54 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMA | 2 | 2 | 2 | 1 | 2 | 3 | 2 | 2 | 1 | 17 |
| 55 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMP | 2 | 2 | 2 | 3 | 5 | 5 | 4 | 5 | 4 | 32 |
| 56 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMP | 1 | 2 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 27 |
| 57 | Wanita | < 30 tahun | 5 tahun | SMA | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 24 |
| 58 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMA | 2 | 3 | 1 | 4 | 2 | 2 | 2 | 5 | 1 | 22 |
| 59 | Pria | 31 - 40 tahun | 11-15 tahun | SMP | 2 | 3 | 3 | 4 | 3 | 5 | 4 | 5 | 4 | 33 |
| 60 | Wanita | 31 - 40 tahun | 11-15 tahun | SMP | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 14 |
| 61 | Wanita | 41- 50 tahun | 11-15 tahun | SMP | 3 | 3 | 3 | 1 | 5 | 5 | 5 | 5 | 5 | 35 |
| 62 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 34 |
| 63 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 22 |
| 64 | Wanita | 50-60 tahun | 6 - 10 tahun | SMP | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 35 |
| 65 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 3 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 3 | 33 |
| 66 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 2 | 31 |
| 67 | Wanita | 31 - 40 tahun | 11-15 tahun | SMA | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 29 |
| 68 | Wanita | 31 - 40 tahun | 11-15 tahun | SMA | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 35 |
| 69 | Wanita | 41- 50 tahun | 11-15 tahun | SMP | 5 | 2 | 4 | 5 | 3 | 3 | 3 | 3 | 2 | 30 |
| 70 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 31 |
| 71 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 5 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 31 |
| 72 | Pria | 31 - 40 tahun | 6 - 10 tahun | SMP | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 39 |
| 73 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMP | 5 | 4 | 1 | 4 | 5 | 5 | 5 | 5 | 1 | 35 |
| 74 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMA | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 43 |
| 75 | Wanita | 41- 50 tahun | 11-15 tahun | SMA | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 1 | 23 |
| 76 | Pria | 41- 50 tahun | 11-15 tahun | SMP | 2 | 3 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 25 |
| 77 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMP | 3 | 3 | 1 | 2 | 3 | 4 | 3 | 3 | 1 | 23 |
| 78 | Wanita | 31 - 40 tahun | 6 - 10 tahun | SMP | 2 | 2 | 2 | 1 | 3 | 3 | 3 | 3 | 3 | 22 |
| 79 | Wanita | 31 - 40 tahun | 11-15 tahun | SMP | 2 | 2 | 2 | 4 | 3 | 3 | 2 | 2 | 4 | 24 |
| 80 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 43 |
| 81 | Wanita | 41- 50 tahun | 6 - 10 tahun | SMP | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 82 | Pria | 31 - 40 tahun | 6 - 10 tahun | SMP | 2 | 2 | 2 | 4 | 5 | 5 | 5 | 4 | 4 | 33 |
| 83 | Pria | 31 - 40 tahun | 6 - 10 tahun | SMA | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 33 |
| 84 | Wanita | 41- 50 tahun | 11-15 tahun | SMP | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 33 |
| 85 | Wanita | 41- 50 tahun | 11-15 tahun | SMA | 2 | 2 | 1 | 4 | 4 | 4 | 4 | 4 | 3 | 28 |
| 86 | Wanita | 50-60 tahun | 11-15 tahun | SMP | 2 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 14 |
| 87 | Wanita | 50-60 tahun | 11-15 tahun | SMP | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 14 |

Lampiran 2 Tabulasi Hasil Survey

| No | MOTIVASI | | | | | | | | | | | | | | | | | | | | Tot |
|----|----------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|-----|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | |
| 1 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 70 |
| 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 2 | 56 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 92 |
| 4 | 1 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 60 |
| 5 | 1 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 52 |
| 6 | 2 | 5 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 66 |
| 7 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 4 | 4 | 2 | 4 | 3 | 3 | 56 |
| 8 | 5 | 4 | 4 | 4 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 9 | 4 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 35 |
| 10 | 5 | 4 | 1 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 1 | 80 |
| 11 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 82 |
| 12 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 2 | 3 | 47 |
| 13 | 2 | 2 | 1 | 1 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 1 | 1 | 1 | 39 |
| 14 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 4 | 77 |
| 15 | 1 | 1 | 2 | 2 | 1 | 1 | 4 | 1 | 3 | 5 | 4 | 3 | 1 | 5 | 1 | 1 | 4 | 1 | 3 | 1 | 44 |
| 16 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 3 | 2 | 2 | 2 | 4 | 4 | 4 | 57 |
| 17 | 4 | 4 | 3 | 4 | 4 | 2 | 1 | 1 | 1 | 1 | 4 | 4 | 1 | 1 | 2 | 2 | 4 | 4 | 4 | 3 | 50 |
| 18 | 4 | 1 | 4 | 1 | 4 | 2 | 2 | 1 | 2 | 4 | 3 | 1 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 57 |
| 19 | 5 | 1 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 4 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 65 |
| 20 | 5 | 1 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 2 | 1 | 2 | 2 | 1 | 2 | 4 | 5 | 2 | 2 | 2 | 52 |
| 21 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 1 | 2 | 4 | 2 | 2 | 2 | 1 | 4 | 5 | 3 | 69 |
| 22 | 4 | 4 | 4 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 1 | 1 | 1 | 1 | 4 | 4 | 5 | 2 | 4 | 3 | 50 |
| 23 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 1 | 1 | 4 | 2 | 2 | 2 | 3 | 38 |
| 24 | 5 | 4 | 2 | 4 | 2 | 2 | 1 | 1 | 2 | 2 | 3 | 2 | 2 | 1 | 4 | 4 | 4 | 4 | 3 | 3 | 48 |
| 25 | 1 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 60 |
| 26 | 2 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 61 |
| 27 | 2 | 5 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 5 | 3 | 2 | 2 | 4 | 3 | 3 | 2 | 3 | 57 |
| 28 | 2 | 3 | 4 | 3 | 3 | 3 | 3 | 1 | 4 | 4 | 3 | 4 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 59 |
| 29 | 2 | 4 | 4 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 58 |
| 30 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 53 |
| 31 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 39 |
| 32 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 4 | 3 | 2 | 2 | 38 |
| 33 | 4 | 5 | 2 | 5 | 4 | 5 | 3 | 4 | 4 | 5 | 4 | 4 | 4 | 1 | 2 | 1 | 2 | 1 | 1 | 1 | 58 |
| 34 | 5 | 1 | 3 | 4 | 5 | 5 | 4 | 4 | 2 | 2 | 4 | 2 | 1 | 2 | 2 | 2 | 5 | 4 | 4 | 4 | 60 |
| 35 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 2 | 2 | 2 | 3 | 3 | 4 | 3 | 5 | 3 | 72 |
| 36 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 1 | 2 | 2 | 2 | 27 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 4 | 4 | 60 |
| 38 | 2 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 4 | 42 |
| 39 | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 3 | 4 | 4 | 52 |
| 40 | 4 | 4 | 3 | 3 | 2 | 4 | 2 | 2 | 2 | 4 | 3 | 2 | 3 | 2 | 1 | 2 | 1 | 1 | 4 | 1 | 46 |
| 41 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 95 |
| 42 | 2 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 2 | 4 | 4 | 3 | 4 | 4 | 4 | 65 |
| 43 | 3 | 4 | 4 | 3 | 3 | 1 | 2 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 61 |
| 44 | 5 | 4 | 1 | 1 | 3 | 4 | 2 | 2 | 2 | 5 | 3 | 5 | 1 | 4 | 4 | 4 | 1 | 1 | 3 | 1 | 51 |
| 45 | 5 | 2 | 1 | 3 | 1 | 1 | 1 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 2 | 1 | 1 | 1 | 1 | 4 | 42 |
| 46 | 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 72 |
| 47 | 1 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 1 | 1 | 4 | 2 | 4 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 41 |
| 48 | 1 | 4 | 3 | 5 | 4 | 4 | 3 | 2 | 5 | 3 | 2 | 4 | 3 | 3 | 3 | 4 | 5 | 5 | 3 | 5 | 70 |
| 49 | 1 | 2 | 4 | 3 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 4 | 3 | 63 |

| No | Lampiran 2 Tabulasi Hasil Survey | | | | | | | | | | | | | | | | | | | | |
|----|----------------------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|-----|
| | MOTIVASI | | | | | | | | | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | Tot |
| 50 | 1 | 2 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 4 | 4 | 58 |
| 51 | 1 | 4 | 1 | 1 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 3 | 1 | 4 | 3 | 3 | 1 | 1 | 3 | 1 | 56 |
| 52 | 5 | 5 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 3 | 2 | 3 | 4 | 1 | 1 | 5 | 4 | 1 | 5 | 1 | 61 |
| 53 | 4 | 3 | 1 | 1 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 1 | 1 | 5 | 3 | 1 | 5 | 1 | 53 |
| 54 | 2 | 1 | 4 | 2 | 2 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 5 | 4 | 2 | 5 | 2 | 49 |
| 55 | 5 | 3 | 3 | 3 | 2 | 2 | 4 | 5 | 3 | 5 | 5 | 4 | 4 | 1 | 3 | 2 | 2 | 4 | 4 | 4 | 63 |
| 56 | 2 | 5 | 4 | 4 | 3 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 70 |
| 57 | 2 | 3 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 2 | 2 | 2 | 2 | 3 | 5 | 3 | 63 |
| 58 | 4 | 3 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 1 | 3 | 4 | 1 | 5 | 1 | 56 |
| 59 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 60 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 2 | 1 | 1 | 1 | 1 | 2 | 2 | 1 | 1 | 5 | 1 | 33 |
| 61 | 1 | 5 | 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 5 | 87 |
| 62 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 76 |
| 63 | 5 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 2 | 3 | 2 | 67 |
| 64 | 5 | 4 | 4 | 1 | 1 | 1 | 5 | 1 | 1 | 1 | 5 | 5 | 1 | 1 | 5 | 5 | 1 | 1 | 2 | 2 | 47 |
| 65 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 82 |
| 66 | 5 | 2 | 2 | 2 | 1 | 5 | 1 | 2 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 1 | 1 | 2 | 1 | 46 |
| 67 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 89 |
| 68 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 2 | 3 | 65 |
| 69 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 1 | 4 | 4 | 5 | 3 | 2 | 4 | 2 | 73 |
| 70 | 5 | 4 | 1 | 4 | 4 | 5 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 1 | 41 |
| 71 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 3 | 4 | 3 | 3 | 5 | 4 | 5 | 4 | 74 |
| 72 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 78 |
| 73 | 1 | 3 | 1 | 1 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 1 | 1 | 5 | 4 | 1 | 5 | 1 | 55 |
| 74 | 1 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 88 |
| 75 | 1 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 5 | 61 | |
| 76 | 1 | 2 | 3 | 2 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 3 | 4 | 1 | 1 | 3 | 3 | 2 | 3 | 2 | 51 |
| 77 | 1 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 2 | 1 | 1 | 1 | 4 | 1 | 1 | 59 |
| 78 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 1 | 2 | 5 | 2 | 2 | 2 | 35 |
| 79 | 1 | 5 | 5 | 5 | 5 | 2 | 2 | 2 | 2 | 1 | 1 | 5 | 1 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 66 |
| 80 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 92 |
| 81 | 3 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 91 |
| 82 | 1 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 65 |
| 83 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 66 |
| 84 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 67 |
| 85 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 74 |
| 86 | 5 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 1 | 2 | 2 | 2 | 2 | 1 | 1 | 1 | 29 |
| 87 | 5 | 2 | 1 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 2 | 2 | 31 |

Lampiran 2 Tabulasi Hasil Survey

| No | KINERJA | | | | | | | | | | | | Tot |
|----|---------|---|---|---|---|---|---|---|---|----|----|----|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| 1 | 3 | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 1 | 4 | 3 | 31 |
| 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 4 | 1 | 3 | 4 | 36 |
| 3 | 5 | 3 | 5 | 4 | 5 | 2 | 4 | 4 | 4 | 1 | 4 | 3 | 44 |
| 4 | 2 | 3 | 3 | 2 | 2 | 2 | 4 | 3 | 3 | 1 | 3 | 3 | 31 |
| 5 | 3 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 32 |
| 6 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 4 | 24 |
| 7 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 1 | 2 | 25 |
| 8 | 5 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 4 | 1 | 2 | 4 | 33 |
| 9 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 24 |
| 10 | 2 | 2 | 2 | 4 | 2 | 2 | 3 | 3 | 3 | 1 | 1 | 5 | 30 |
| 11 | 4 | 2 | 2 | 2 | 3 | 3 | 2 | 4 | 4 | 2 | 2 | 4 | 34 |
| 12 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 26 |
| 13 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 1 | 14 |
| 14 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 4 | 3 | 29 |
| 15 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 1 | 1 | 1 | 5 | 28 |
| 16 | 5 | 1 | 4 | 4 | 4 | 3 | 3 | 3 | 3 | 1 | 1 | 4 | 36 |
| 17 | 4 | 4 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 4 | 37 |
| 18 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 4 | 33 |
| 19 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 4 | 32 |
| 20 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 4 | 30 |
| 21 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 28 |
| 22 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 3 | 1 | 1 | 4 | 29 |
| 23 | 2 | 3 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 24 |
| 24 | 4 | 1 | 2 | 2 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 1 | 26 |
| 25 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 1 | 2 | 4 | 29 |
| 26 | 5 | 2 | 2 | 2 | 2 | 4 | 3 | 5 | 2 | 1 | 2 | 4 | 34 |
| 27 | 4 | 3 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 4 | 27 |
| 28 | 2 | 4 | 3 | 2 | 2 | 2 | 2 | 4 | 2 | 1 | 2 | 2 | 28 |
| 29 | 2 | 4 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 1 | 1 | 4 | 27 |
| 30 | 2 | 4 | 2 | 3 | 2 | 2 | 2 | 2 | 4 | 1 | 1 | 4 | 29 |
| 31 | 2 | 2 | 2 | 2 | 4 | 1 | 1 | 2 | 3 | 1 | 1 | 1 | 22 |
| 32 | 5 | 3 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 1 | 1 | 1 | 24 |
| 33 | 4 | 1 | 1 | 1 | 4 | 3 | 4 | 5 | 3 | 3 | 1 | 3 | 33 |
| 34 | 5 | 4 | 4 | 4 | 2 | 3 | 4 | 4 | 4 | 1 | 5 | 4 | 44 |
| 35 | 5 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 3 | 1 | 3 | 31 |
| 36 | 4 | 2 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 1 | 3 | 3 | 34 |
| 37 | 4 | 2 | 5 | 4 | 4 | 2 | 4 | 4 | 4 | 1 | 3 | 3 | 40 |
| 38 | 5 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 28 |
| 39 | 4 | 3 | 4 | 3 | 5 | 2 | 4 | 4 | 3 | 2 | 2 | 1 | 37 |
| 40 | 4 | 3 | 4 | 3 | 5 | 2 | 4 | 4 | 3 | 2 | 2 | 1 | 37 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 1 | 1 | 5 | 52 |
| 42 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 1 | 2 | 3 | 41 |
| 43 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 2 | 3 | 3 | 47 |
| 44 | 5 | 3 | 5 | 5 | 1 | 4 | 5 | 3 | 1 | 1 | 1 | 3 | 41 |
| 45 | 5 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 5 | 3 | 28 |
| 46 | 4 | 2 | 2 | 2 | 2 | 2 | 4 | 4 | 2 | 4 | 4 | 4 | 36 |
| 47 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 3 | 3 | 46 |
| 48 | 2 | 2 | 4 | 2 | 1 | 1 | 2 | 2 | 2 | 2 | 3 | 3 | 26 |
| 49 | 3 | 3 | 4 | 3 | 3 | 3 | 2 | 2 | 2 | 1 | 5 | 3 | 34 |

Lampiran 2 Tabulasi Hasil Survey

| No | KINERJA | | | | | | | | | | | | Tot |
|----|---------|---|---|---|---|---|---|---|---|----|----|----|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | |
| 50 | 3 | 2 | 4 | 4 | 2 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 34 |
| 51 | 3 | 1 | 2 | 2 | 2 | 2 | 4 | 2 | 3 | 1 | 1 | 3 | 26 |
| 52 | 2 | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 4 | 1 | 1 | 1 | 22 |
| 53 | 5 | 2 | 2 | 4 | 4 | 1 | 4 | 4 | 5 | 1 | 1 | 1 | 34 |
| 54 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 4 | 1 | 1 | 1 | 23 |
| 55 | 4 | 3 | 4 | 3 | 2 | 2 | 2 | 4 | 3 | 1 | 1 | 2 | 31 |
| 56 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 2 | 4 | 4 | 40 |
| 57 | 5 | 2 | 2 | 2 | 5 | 2 | 5 | 4 | 4 | 1 | 2 | 2 | 36 |
| 58 | 5 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 29 |
| 59 | 5 | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 5 | 5 | 31 |
| 60 | 2 | 1 | 2 | 2 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 20 |
| 61 | 5 | 5 | 5 | 1 | 5 | 1 | 2 | 2 | 2 | 1 | 1 | 1 | 31 |
| 62 | 1 | 2 | 2 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 2 | 25 |
| 63 | 5 | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 2 | 2 | 2 | 30 |
| 64 | 3 | 3 | 3 | 3 | 4 | 3 | 5 | 3 | 3 | 3 | 5 | 3 | 41 |
| 65 | 3 | 3 | 3 | 2 | 4 | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 31 |
| 66 | 2 | 4 | 2 | 2 | 5 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 33 |
| 67 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 4 | 35 |
| 68 | 2 | 2 | 1 | 2 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 2 | 27 |
| 69 | 5 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 5 | 3 | 3 | 38 |
| 70 | 2 | 2 | 2 | 3 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 4 | 32 |
| 71 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 1 | 2 | 4 | 45 |
| 72 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 1 | 2 | 4 | 45 |
| 73 | 5 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 5 | 1 | 1 | 1 | 38 |
| 74 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 75 | 3 | 2 | 4 | 4 | 2 | 2 | 4 | 2 | 4 | 1 | 1 | 1 | 30 |
| 76 | 4 | 1 | 5 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 28 |
| 77 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 1 | 2 | 2 | 42 |
| 78 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 2 | 18 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 80 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 56 |
| 81 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 82 | 5 | 2 | 5 | 3 | 2 | 3 | 5 | 4 | 5 | 1 | 2 | 3 | 40 |
| 83 | 4 | 3 | 4 | 3 | 2 | 2 | 2 | 3 | 3 | 1 | 3 | 3 | 33 |
| 84 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 38 |
| 85 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 1 | 4 | 4 | 44 |
| 86 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 2 | 2 | 1 | 1 | 1 | 17 |
| 87 | 1 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 2 | 2 | 20 |

Lampiran 3 Hasil Uji Frekuensi Demografi Responden Crosstabs

Case Processing Summary

| | Cases | | | | | |
|----------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Jenis Kelamin * Usia | 87 | 100.0% | 0 | .0% | 87 | 100.0% |

Jenis Kelamin * Usia Crosstabulation

Count

| | | Usia | | | | Total |
|---------------|--------|------------|---------------|--------------|-------------|-------|
| | | < 30 tahun | 31 - 40 tahun | 41- 50 tahun | 40-50 tahun | |
| Jenis Kelamin | Pria | 5 | 14 | 3 | 0 | 22 |
| | Wanita | 12 | 34 | 16 | 3 | 65 |
| Total | | 17 | 48 | 19 | 3 | 87 |

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|-------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Usia * Masa Kerja | 87 | 100.0% | 0 | .0% | 87 | 100.0% |

Usia * Masa Kerja Crosstabulation

Count

| | | Masa Kerja | | | Total |
|-------|---------------|------------|--------------|-------------|-------|
| | | 5 tahun | 6 - 10 tahun | 11-15 tahun | |
| Usia | < 30 tahun | 3 | 7 | 7 | 17 |
| | 31 - 40 tahun | 0 | 29 | 19 | 48 |
| | 41- 50 tahun | 0 | 9 | 10 | 19 |
| | 40- 50 tahun | 0 | 1 | 2 | 3 |
| Total | | 3 | 46 | 38 | 87 |

Crosstabs

Case Processing Summary

| | Cases | | | | | |
|----------------------------------|-------|---------|---------|---------|-------|---------|
| | Valid | | Missing | | Total | |
| | N | Percent | N | Percent | N | Percent |
| Jenis Kelamin * Perguruan Tinggi | 87 | 100.0% | 0 | .0% | 87 | 100.0% |

Jenis Kelamin * Perguruan Tinggi Crosstabulation

Count

| | | Perguruan Tinggi | | | Total |
|---------------|--------|------------------|-----|----|-------|
| | | SMP | SMA | D3 | |
| Jenis Kelamin | Pria | 14 | 7 | 1 | 22 |
| | Wanita | 48 | 17 | 0 | 65 |
| Total | | 62 | 24 | 1 | 87 |

**Lampiran 3 Frekuensi Jawaban responden
Variabel Kepuasan Gaji**

Kg1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6 | 6.9 | 6.9 | 6.9 |
| 2 | 33 | 37.9 | 37.9 | 44.8 |
| 3 | 17 | 19.5 | 19.5 | 64.4 |
| 4 | 20 | 23.0 | 23.0 | 87.4 |
| 5 | 11 | 12.6 | 12.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5 | 5.7 | 5.7 | 5.7 |
| 2 | 27 | 31.0 | 31.0 | 36.8 |
| 3 | 22 | 25.3 | 25.3 | 62.1 |
| 4 | 30 | 34.5 | 34.5 | 96.6 |
| 5 | 3 | 3.4 | 3.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 12 | 13.8 | 13.8 | 13.8 |
| 2 | 29 | 33.3 | 33.3 | 47.1 |
| 3 | 26 | 29.9 | 29.9 | 77.0 |
| 4 | 15 | 17.2 | 17.2 | 94.3 |
| 5 | 5 | 5.7 | 5.7 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6 | 6.9 | 6.9 | 6.9 |
| 2 | 20 | 23.0 | 23.0 | 29.9 |
| 3 | 24 | 27.6 | 27.6 | 57.5 |
| 4 | 31 | 35.6 | 35.6 | 93.1 |
| 5 | 6 | 6.9 | 6.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2 | 2.3 | 2.3 | 2.3 |
| 2 | 20 | 23.0 | 23.0 | 25.3 |
| 3 | 34 | 39.1 | 39.1 | 64.4 |
| 4 | 21 | 24.1 | 24.1 | 88.5 |
| 5 | 10 | 11.5 | 11.5 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2 | 2.3 | 2.3 | 2.3 |
| 2 | 20 | 23.0 | 23.0 | 25.3 |
| 3 | 35 | 40.2 | 40.2 | 65.5 |
| 4 | 19 | 21.8 | 21.8 | 87.4 |
| 5 | 11 | 12.6 | 12.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2 | 2.3 | 2.3 | 2.3 |
| 2 | 24 | 27.6 | 27.6 | 29.9 |
| 3 | 32 | 36.8 | 36.8 | 66.7 |
| 4 | 20 | 23.0 | 23.0 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3 | 3.4 | 3.4 | 3.4 |
| 2 | 26 | 29.9 | 29.9 | 33.3 |
| 3 | 22 | 25.3 | 25.3 | 58.6 |
| 4 | 22 | 25.3 | 25.3 | 83.9 |
| 5 | 14 | 16.1 | 16.1 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Kg9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 11 | 12.6 | 12.6 | 12.6 |
| 2 | 14 | 16.1 | 16.1 | 28.7 |
| 3 | 33 | 37.9 | 37.9 | 66.7 |
| 4 | 25 | 28.7 | 28.7 | 95.4 |
| 5 | 4 | 4.6 | 4.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

**Lampiran 3 Frekuensi Jawaban responden
Variabel Motivasi Kerja
Frequency Table**

mk1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 18 | 20.7 | 20.7 | 20.7 |
| 2 | 24 | 27.6 | 27.6 | 48.3 |
| 3 | 4 | 4.6 | 4.6 | 52.9 |
| 4 | 19 | 21.8 | 21.8 | 74.7 |
| 5 | 22 | 25.3 | 25.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6 | 6.9 | 6.9 | 6.9 |
| 2 | 18 | 20.7 | 20.7 | 27.6 |
| 3 | 14 | 16.1 | 16.1 | 43.7 |
| 4 | 32 | 36.8 | 36.8 | 80.5 |
| 5 | 17 | 19.5 | 19.5 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 18 | 20.7 | 20.7 | 20.7 |
| 2 | 12 | 13.8 | 13.8 | 34.5 |
| 3 | 21 | 24.1 | 24.1 | 58.6 |
| 4 | 28 | 32.2 | 32.2 | 90.8 |
| 5 | 8 | 9.2 | 9.2 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 14 | 16.1 | 16.1 | 16.1 |
| 2 | 13 | 14.9 | 14.9 | 31.0 |
| 3 | 17 | 19.5 | 19.5 | 50.6 |
| 4 | 34 | 39.1 | 39.1 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 10 | 11.5 | 11.5 | 11.5 |
| 2 | 16 | 18.4 | 18.4 | 29.9 |
| 3 | 21 | 24.1 | 24.1 | 54.0 |
| 4 | 31 | 35.6 | 35.6 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7 | 8.0 | 8.0 | 8.0 |
| 2 | 22 | 25.3 | 25.3 | 33.3 |
| 3 | 12 | 13.8 | 13.8 | 47.1 |
| 4 | 27 | 31.0 | 31.0 | 78.2 |
| 5 | 19 | 21.8 | 21.8 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 8 | 9.2 | 9.2 | 9.2 |
| 2 | 23 | 26.4 | 26.4 | 35.6 |
| 3 | 16 | 18.4 | 18.4 | 54.0 |
| 4 | 27 | 31.0 | 31.0 | 85.1 |
| 5 | 13 | 14.9 | 14.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 9 | 10.3 | 10.3 | 10.3 |
| 2 | 21 | 24.1 | 24.1 | 34.5 |
| 3 | 18 | 20.7 | 20.7 | 55.2 |
| 4 | 27 | 31.0 | 31.0 | 86.2 |
| 5 | 12 | 13.8 | 13.8 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 9 | 10.3 | 10.3 | 10.3 |
| 2 | 24 | 27.6 | 27.6 | 37.9 |
| 3 | 16 | 18.4 | 18.4 | 56.3 |
| 4 | 23 | 26.4 | 26.4 | 82.8 |
| 5 | 15 | 17.2 | 17.2 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 8 | 9.2 | 9.2 | 9.2 |
| 2 | 21 | 24.1 | 24.1 | 33.3 |
| 3 | 15 | 17.2 | 17.2 | 50.6 |
| 4 | 22 | 25.3 | 25.3 | 75.9 |
| 5 | 21 | 24.1 | 24.1 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 13 | 14.9 | 14.9 | 14.9 |
| 2 | 20 | 23.0 | 23.0 | 37.9 |
| 3 | 16 | 18.4 | 18.4 | 56.3 |
| 4 | 27 | 31.0 | 31.0 | 87.4 |
| 5 | 11 | 12.6 | 12.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5 | 5.7 | 5.7 | 5.7 |
| 2 | 21 | 24.1 | 24.1 | 29.9 |
| 3 | 15 | 17.2 | 17.2 | 47.1 |
| 4 | 33 | 37.9 | 37.9 | 85.1 |
| 5 | 13 | 14.9 | 14.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk13

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 19 | 21.8 | 21.8 | 21.8 |
| 2 | 15 | 17.2 | 17.2 | 39.1 |
| 3 | 17 | 19.5 | 19.5 | 58.6 |
| 4 | 29 | 33.3 | 33.3 | 92.0 |
| 5 | 7 | 8.0 | 8.0 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk14

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 19 | 21.8 | 21.8 | 21.8 |
| 2 | 21 | 24.1 | 24.1 | 46.0 |
| 3 | 15 | 17.2 | 17.2 | 63.2 |
| 4 | 23 | 26.4 | 26.4 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk15

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 16 | 18.4 | 18.4 | 18.4 |
| 2 | 24 | 27.6 | 27.6 | 46.0 |
| 3 | 17 | 19.5 | 19.5 | 65.5 |
| 4 | 21 | 24.1 | 24.1 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk16

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 7 | 8.0 | 8.0 | 8.0 |
| 2 | 22 | 25.3 | 25.3 | 33.3 |
| 3 | 12 | 13.8 | 13.8 | 47.1 |
| 4 | 30 | 34.5 | 34.5 | 81.6 |
| 5 | 16 | 18.4 | 18.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk17

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 12 | 13.8 | 13.8 | 13.8 |
| 2 | 14 | 16.1 | 16.1 | 29.9 |
| 3 | 13 | 14.9 | 14.9 | 44.8 |
| 4 | 32 | 36.8 | 36.8 | 81.6 |
| 5 | 16 | 18.4 | 18.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk18

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 19 | 21.8 | 21.8 | 21.8 |
| 2 | 15 | 17.2 | 17.2 | 39.1 |
| 3 | 19 | 21.8 | 21.8 | 60.9 |
| 4 | 28 | 32.2 | 32.2 | 93.1 |
| 5 | 6 | 6.9 | 6.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk19

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6 | 6.9 | 6.9 | 6.9 |
| 2 | 14 | 16.1 | 16.1 | 23.0 |
| 3 | 13 | 14.9 | 14.9 | 37.9 |
| 4 | 38 | 43.7 | 43.7 | 81.6 |
| 5 | 16 | 18.4 | 18.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

mk20

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 16 | 18.4 | 18.4 | 18.4 |
| 2 | 13 | 14.9 | 14.9 | 33.3 |
| 3 | 21 | 24.1 | 24.1 | 57.5 |
| 4 | 28 | 32.2 | 32.2 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Lampiran 3 Frekuensi Jawaban responden Variabel Kinerja

kin1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3 | 3.4 | 3.4 | 3.4 |
| 2 | 21 | 24.1 | 24.1 | 27.6 |
| 3 | 17 | 19.5 | 19.5 | 47.1 |
| 4 | 20 | 23.0 | 23.0 | 70.1 |
| 5 | 26 | 29.9 | 29.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 10 | 11.5 | 11.5 | 11.5 |
| 2 | 32 | 36.8 | 36.8 | 48.3 |
| 3 | 24 | 27.6 | 27.6 | 75.9 |
| 4 | 15 | 17.2 | 17.2 | 93.1 |
| 5 | 6 | 6.9 | 6.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5 | 5.7 | 5.7 | 5.7 |
| 2 | 37 | 42.5 | 42.5 | 48.3 |
| 3 | 9 | 10.3 | 10.3 | 58.6 |
| 4 | 25 | 28.7 | 28.7 | 87.4 |
| 5 | 11 | 12.6 | 12.6 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 4 | 4.6 | 4.6 | 4.6 |
| 2 | 41 | 47.1 | 47.1 | 51.7 |
| 3 | 17 | 19.5 | 19.5 | 71.3 |
| 4 | 19 | 21.8 | 21.8 | 93.1 |
| 5 | 6 | 6.9 | 6.9 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5 | 5.7 | 5.7 | 5.7 |
| 2 | 39 | 44.8 | 44.8 | 50.6 |
| 3 | 12 | 13.8 | 13.8 | 64.4 |
| 4 | 19 | 21.8 | 21.8 | 86.2 |
| 5 | 12 | 13.8 | 13.8 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 14 | 16.1 | 16.1 | 16.1 |
| 2 | 41 | 47.1 | 47.1 | 63.2 |
| 3 | 19 | 21.8 | 21.8 | 85.1 |
| 4 | 10 | 11.5 | 11.5 | 96.6 |
| 5 | 3 | 3.4 | 3.4 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 5 | 5.7 | 5.7 | 5.7 |
| 2 | 37 | 42.5 | 42.5 | 48.3 |
| 3 | 14 | 16.1 | 16.1 | 64.4 |
| 4 | 23 | 26.4 | 26.4 | 90.8 |
| 5 | 8 | 9.2 | 9.2 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 1 | 1.1 | 1.1 | 1.1 |
| 2 | 42 | 48.3 | 48.3 | 49.4 |
| 3 | 15 | 17.2 | 17.2 | 66.7 |
| 4 | 17 | 19.5 | 19.5 | 86.2 |
| 5 | 12 | 13.8 | 13.8 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin9

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 3 | 3.4 | 3.4 | 3.4 |
| 2 | 31 | 35.6 | 35.6 | 39.1 |
| 3 | 23 | 26.4 | 26.4 | 65.5 |
| 4 | 21 | 24.1 | 24.1 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin10

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 49 | 56.3 | 56.3 | 56.3 |
| 2 | 22 | 25.3 | 25.3 | 81.6 |
| 3 | 10 | 11.5 | 11.5 | 93.1 |
| 4 | 1 | 1.1 | 1.1 | 94.3 |
| 5 | 5 | 5.7 | 5.7 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin11

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 28 | 32.2 | 32.2 | 32.2 |
| 2 | 28 | 32.2 | 32.2 | 64.4 |
| 3 | 16 | 18.4 | 18.4 | 82.8 |
| 4 | 6 | 6.9 | 6.9 | 89.7 |
| 5 | 9 | 10.3 | 10.3 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

kin12

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 14 | 16.1 | 16.1 | 16.1 |
| 2 | 17 | 19.5 | 19.5 | 35.6 |
| 3 | 24 | 27.6 | 27.6 | 63.2 |
| 4 | 24 | 27.6 | 27.6 | 90.8 |
| 5 | 8 | 9.2 | 9.2 | 100.0 |
| Total | 87 | 100.0 | 100.0 | |

Lampiran 4 Hasil Uji Validitas dan Reliabilitas Reliability (Kepuasan Gaji)

Case Processing Summary

| | N | % |
|-----------------------|----|-------|
| Cases Valid | 87 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 87 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .867 | 9 |

Item Statistics

| | Mean | Std. Deviation | N |
|-----|------|----------------|----|
| Kg1 | 2.97 | 1.186 | 87 |
| Kg2 | 2.99 | 1.017 | 87 |
| Kg3 | 2.68 | 1.094 | 87 |
| Kg4 | 3.13 | 1.065 | 87 |
| Kg5 | 3.20 | .998 | 87 |
| Kg6 | 3.20 | 1.010 | 87 |
| Kg7 | 3.11 | 1.005 | 87 |
| Kg8 | 3.21 | 1.143 | 87 |
| Kg9 | 2.97 | 1.072 | 87 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-----|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| Kg1 | 24.47 | 35.252 | .574 | .856 |
| Kg2 | 24.45 | 36.250 | .608 | .852 |
| Kg3 | 24.76 | 36.418 | .539 | .859 |
| Kg4 | 24.31 | 35.775 | .614 | .852 |
| Kg5 | 24.24 | 36.743 | .578 | .855 |
| Kg6 | 24.24 | 36.255 | .614 | .852 |
| Kg7 | 24.32 | 34.756 | .757 | .839 |
| Kg8 | 24.23 | 34.737 | .646 | .848 |
| Kg9 | 24.47 | 37.229 | .486 | .863 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 27.44 | 44.737 | 6.689 | 9 |

Lampiran 4 Hasil Uji Validitas dan Reliabilitas Reliability (Motivasi Kerja 1)

Case Processing Summary

| | N | % |
|-----------------------|----|-------|
| Cases | | |
| Valid | 87 | 100.0 |
| Excluded ^a | 0 | .0 |
| Total | 87 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .912 | 20 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| mk1 | 3.03 | 1.536 | 87 |
| mk2 | 3.41 | 1.216 | 87 |
| mk3 | 2.95 | 1.293 | 87 |
| mk4 | 3.13 | 1.265 | 87 |
| mk5 | 3.15 | 1.186 | 87 |
| mk6 | 3.33 | 1.291 | 87 |
| mk7 | 3.16 | 1.238 | 87 |
| mk8 | 3.14 | 1.231 | 87 |
| mk9 | 3.13 | 1.283 | 87 |
| mk10 | 3.31 | 1.323 | 87 |
| mk11 | 3.03 | 1.289 | 87 |
| mk12 | 3.32 | 1.166 | 87 |
| mk13 | 2.89 | 1.307 | 87 |
| mk14 | 2.79 | 1.331 | 87 |
| mk15 | 2.80 | 1.284 | 87 |
| mk16 | 3.30 | 1.259 | 87 |
| mk17 | 3.30 | 1.322 | 87 |
| mk18 | 2.85 | 1.281 | 87 |
| mk19 | 3.51 | 1.170 | 87 |
| mk20 | 3.01 | 1.280 | 87 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| mk1 | 59.52 | 238.415 | .080 | .921 |
| mk2 | 59.14 | 222.516 | .567 | .907 |
| mk3 | 59.60 | 220.267 | .589 | .907 |
| mk4 | 59.43 | 217.387 | .685 | .904 |
| mk5 | 59.40 | 219.569 | .671 | .905 |
| mk6 | 59.22 | 219.080 | .623 | .906 |
| mk7 | 59.39 | 216.985 | .714 | .904 |
| mk8 | 59.41 | 217.827 | .694 | .904 |
| mk9 | 59.43 | 218.108 | .654 | .905 |
| mk10 | 59.24 | 219.348 | .598 | .906 |
| mk11 | 59.52 | 222.927 | .519 | .908 |
| mk12 | 59.23 | 225.435 | .507 | .909 |
| mk13 | 59.67 | 219.620 | .600 | .906 |
| mk14 | 59.76 | 220.604 | .561 | .907 |
| mk15 | 59.75 | 216.517 | .699 | .904 |
| mk16 | 59.25 | 223.726 | .511 | .908 |
| mk17 | 59.25 | 224.238 | .469 | .910 |
| mk18 | 59.70 | 221.514 | .561 | .907 |
| mk19 | 59.05 | 228.114 | .426 | .910 |
| mk20 | 59.54 | 222.507 | .534 | .908 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 62.55 | 244.553 | 15.638 | 20 |

Lampiran 4 Hasil Uji Validitas dan Reliabilitas Reliability (Motivasi Kerja 2)

Case Processing Summary

| | N | % |
|-------|-----------------------|----------|
| Cases | Valid | 87 100.0 |
| | Excluded ^a | 0 .0 |
| | Total | 87 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .921 | 19 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| mk2 | 3.41 | 1.216 | 87 |
| mk3 | 2.95 | 1.293 | 87 |
| mk4 | 3.13 | 1.265 | 87 |
| mk5 | 3.15 | 1.186 | 87 |
| mk6 | 3.33 | 1.291 | 87 |
| mk7 | 3.16 | 1.238 | 87 |
| mk8 | 3.14 | 1.231 | 87 |
| mk9 | 3.13 | 1.283 | 87 |
| mk10 | 3.31 | 1.323 | 87 |
| mk11 | 3.03 | 1.289 | 87 |
| mk12 | 3.32 | 1.166 | 87 |
| mk13 | 2.89 | 1.307 | 87 |
| mk14 | 2.79 | 1.331 | 87 |
| mk15 | 2.80 | 1.284 | 87 |
| mk16 | 3.30 | 1.259 | 87 |
| mk17 | 3.30 | 1.322 | 87 |
| mk18 | 2.85 | 1.281 | 87 |
| mk19 | 3.51 | 1.170 | 87 |
| mk20 | 3.01 | 1.280 | 87 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| mk2 | 56.10 | 216.605 | .568 | .917 |
| mk3 | 56.56 | 214.481 | .588 | .917 |
| mk4 | 56.39 | 211.729 | .681 | .915 |
| mk5 | 56.37 | 213.677 | .673 | .915 |
| mk6 | 56.18 | 213.710 | .610 | .916 |
| mk7 | 56.36 | 210.930 | .722 | .914 |
| mk8 | 56.38 | 211.982 | .695 | .915 |
| mk9 | 56.39 | 212.008 | .663 | .915 |
| mk10 | 56.21 | 213.887 | .588 | .917 |
| mk11 | 56.48 | 217.183 | .515 | .919 |
| mk12 | 56.20 | 219.392 | .511 | .919 |
| mk13 | 56.63 | 213.584 | .605 | .917 |
| mk14 | 56.72 | 214.249 | .575 | .917 |
| mk15 | 56.71 | 210.928 | .693 | .915 |
| mk16 | 56.22 | 218.126 | .503 | .919 |
| mk17 | 56.22 | 217.963 | .479 | .920 |
| mk18 | 56.67 | 214.992 | .580 | .917 |
| mk19 | 56.01 | 222.081 | .429 | .920 |
| mk20 | 56.51 | 215.951 | .553 | .918 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 59.52 | 238.415 | 15.441 | 19 |

Lampiran 4 Hasil Uji Validitas dan Reliabilitas Reliability (Kinerja)

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 87 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 87 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .882 | 12 |

Item Statistics

| | Mean | Std. Deviation | N |
|-------|------|----------------|----|
| kin1 | 3.52 | 1.247 | 87 |
| kin2 | 2.71 | 1.099 | 87 |
| kin3 | 3.00 | 1.210 | 87 |
| kin4 | 2.79 | 1.058 | 87 |
| kin5 | 2.93 | 1.208 | 87 |
| kin6 | 2.39 | 1.004 | 87 |
| kin7 | 2.91 | 1.137 | 87 |
| kin8 | 2.97 | 1.136 | 87 |
| kin9 | 3.02 | 1.078 | 87 |
| kin10 | 1.75 | 1.091 | 87 |
| kin11 | 2.31 | 1.279 | 87 |
| kin12 | 2.94 | 1.223 | 87 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|-------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| kin1 | 29.72 | 70.318 | .536 | .876 |
| kin2 | 30.53 | 70.857 | .596 | .872 |
| kin3 | 30.24 | 69.790 | .585 | .873 |
| kin4 | 30.45 | 69.297 | .720 | .866 |
| kin5 | 30.31 | 69.240 | .616 | .871 |
| kin6 | 30.85 | 70.059 | .715 | .866 |
| kin7 | 30.33 | 69.016 | .676 | .867 |
| kin8 | 30.28 | 68.574 | .703 | .866 |
| kin9 | 30.22 | 70.987 | .602 | .872 |
| kin10 | 31.49 | 74.113 | .414 | .882 |
| kin11 | 30.93 | 71.693 | .451 | .881 |
| kin12 | 30.30 | 72.863 | .418 | .883 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 33.24 | 83.092 | 9.115 | 12 |

Lampiran 5 Hasil Uji Regresi Regression (Model 1)

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|-------------------|-------------------|--------|
| 1 | Kepuasan Gaji | . | Enter |

- a. All requested variables entered.
- b. Dependent Variable: Motivasi Kerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .605 ^a | .366 | .359 | 12.365 |

- a. Predictors: (Constant), Kepuasan Gaji

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| | | | | | | |
| 1 | Regression | 7508.097 | 1 | 7508.097 | 49.108 | .000 ^a |
| | Residual | 12995.627 | 85 | 152.890 | | |
| | Total | 20503.724 | 86 | | | |

- a. Predictors: (Constant), Kepuasan Gaji
- b. Dependent Variable: Motivasi Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Beta | t | Sig. |
|-------|---------------|-----------------------------|------------|------|-------|------|
| | | B | Std. Error | | | |
| 1 | (Constant) | 27.352 | 4.778 | | 5.725 | .000 |
| | Kepuasan Gaji | 1.043 | .149 | .605 | 7.008 | .000 |

- a. Dependent Variable: Motivasi Kerja

Lampiran 5 Hasil Uji Regresi Regression (Model 2)

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | Motivasi Kerja, Kepuasan Gaji ^a | . | Enter |

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

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .647 ^a | .419 | .405 | 7.031 |

- a. Predictors: (Constant), Motivasi Kerja, Kepuasan Gaji

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 2993.241 | 2 | 1496.620 | 30.273 | .000 ^a |
| | Residual | 4152.690 | 84 | 49.437 | | |
| | Total | 7145.931 | 86 | | | |

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

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 9.457 | 3.198 | | 2.957 | .004 |
| | Kepuasan Gaji | .417 | .106 | .410 | 3.925 | .000 |
| | Motivasi Kerja | .183 | .062 | .311 | 2.973 | .004 |

- a. Dependent Variable: Kinerja

Tabel r

| N | Taraf Signif | | N | Taraf Signif | | N | Taraf Signif | |
|----|--------------|-------|----|--------------|-------|------|--------------|-------|
| | 5% | 1% | | 5% | 1% | | 5% | 1% |
| 3 | 0,997 | 0,999 | 27 | 0,381 | 0,487 | 55 | 0,266 | 0,345 |
| 4 | 0,950 | 0,990 | 28 | 0,374 | 0,478 | 60 | 0,254 | 0,330 |
| 5 | 0,878 | 0,959 | 29 | 0,387 | 0,470 | 65 | 0,244 | 0,317 |
| 6 | 0,811 | 0,917 | 30 | 0,361 | 0,463 | 70 | 0,235 | 0,306 |
| 7 | 0,754 | 0,874 | 31 | 0,355 | 0,456 | 75 | 0,227 | 0,296 |
| 8 | 0,707 | 0,834 | 32 | 0,349 | 0,449 | 80 | 0,220 | 0,288 |
| 9 | 0,668 | 0,798 | 33 | 0,344 | 0,442 | 85 | 0,213 | 0,278 |
| 10 | 0,632 | 0,765 | 34 | 0,339 | 0,436 | 90 | 0,207 | 0,270 |
| 11 | 0,602 | 0,735 | 35 | 0,334 | 0,430 | 95 | 0,202 | 0,263 |
| 12 | 0,576 | 0,708 | 36 | 0,329 | 0,424 | 100 | 0,195 | 0,256 |
| 13 | 0,553 | 0,684 | 37 | 0,325 | 0,418 | 125 | 0,176 | 0,230 |
| 14 | 0,532 | 0,661 | 38 | 0,320 | 0,413 | 150 | 0,159 | 0,210 |
| 15 | 0,514 | 0,641 | 39 | 0,316 | 0,408 | 175 | 0,148 | 0,194 |
| 16 | 0,497 | 0,623 | 40 | 0,312 | 0,403 | 200 | 0,138 | 0,181 |
| 17 | 0,482 | 0,606 | 41 | 0,308 | 0,398 | 300 | 0,113 | 0,148 |
| 18 | 0,468 | 0,590 | 42 | 0,304 | 0,393 | 400 | 0,098 | 0,128 |
| 19 | 0,456 | 0,575 | 43 | 0,301 | 0,389 | 500 | 0,088 | 0,115 |
| 20 | 0,444 | 0,561 | 44 | 0,297 | 0,384 | 600 | 0,080 | 0,105 |
| 21 | 0,433 | 0,549 | 45 | 0,294 | 0,380 | 700 | 0,074 | 0,097 |
| 22 | 0,423 | 0,537 | 46 | 0,291 | 0,378 | 800 | 0,070 | 0,091 |
| 23 | 0,413 | 0,526 | 47 | 0,288 | 0,372 | 900 | 0,065 | 0,086 |
| 24 | 0,404 | 0,515 | 48 | 0,284 | 0,368 | 1000 | 0,062 | 0,081 |
| 25 | 0,396 | 0,505 | 49 | 0,281 | 0,364 | | | |
| 26 | 0,388 | 0,496 | 50 | 0,279 | 0,361 | | | |

Sumber: Sugiyono (1999). Metode Penelitian Bisnis, Bandung: Alfabeta